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Human resources management

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Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the following reports of the Secretary-General:

(a) Overview of human resources management reform (A/65/305);

(b) Contractual arrangements and harmonization of conditions of service (A/65/305/Add.1);

(c) Comprehensive assessment of the system of geographical distribution and assessment of the issues relating to possible changes in the number of posts subject to the system of geographical distribution (A/65/305/Add.2);

(d) Talent Management tool, Inspira (A/65/305/Add.3);

(e) Young professionals programme (A/65/305/Add.4);

(f) Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2009 to 30 June 2010 (A/65/180);

(g) Provisional Staff Rules (A/65/202);

(h) Amendments to the Staff Regulations (A/65/213);

(i) Ethics in the United Nations system (A/65/345/Add.1);

(j) Measures taken to address systemic human resources issues raised by the Office of the United Nations Ombudsman and Mediation Services (A/65/332).

2. The Committee also had before it the following reports of the Secretary-General on the composition of the Secretariat: (a) staff demographics (A/65/350); and (b) gratis personnel, retirees and consultants (A/65/350/Add.1). In addition, the Committee had before it for information the report of the Joint Inspection Unit

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entitled "Ethics in the United Nations system" (A/65/345). During its consideration of the reports, the Committee met with representatives of the Secretary-General, who provided additional information and clarification. At their request, the Committee also met with representatives of the New York Staff Union and, by videoconference, with representatives of the Vienna Staff Union and staff participants in the Staff-Management Coordination Committee.

3. Sections II to VI of the present report deal with the report of the Secretary-General entitled "Overview of human resources management reform" and the addenda thereto, as listed in subparagraphs 1 (a) to (e) above. Sections VII to XI deal with other reports of the Secretary-General related to human resources management, as listed in subparagraphs 1 (f) to (j) above.

4. The present report should be read in conjunction with the report of the Advisory Committee in document A/64/518. The General Assembly deferred consideration of that report until its sixty-fifth session (decision 64/546).

II. Overview of human resources management reform

5. The report of the Secretary-General contained in document A/65/305 provides an overview of progress in implementation of General Assembly resolution 63/250 and sets out what the Secretary-General views as the next steps. **The Advisory Committee recognizes the efforts made by the Secretary-General to address the issues raised in Assembly resolution 63/250.**

6. Many of the issues covered in the overview report are dealt with in greater detail in the addenda to that report. The Advisory Committee therefore discusses issues of a general nature in the present section and comments on the specific issues raised in the addenda in sections III to VI below.

Workforce planning

7. A Secretariat-wide, long-term workforce planning exercise was undertaken in 2009 to compare the supply of available staff in the Organization with the projected staffing demands in order to determine future gaps. The results seem to indicate that long-term workforce planning is of limited added value for the Secretariat. According to the Secretary-General, the internal staff supply analysis found that the only firm variable for staff movements was retirements, while the demand analysis did not yield much additional information beyond the number of existing budgeted posts (see A/65/305, para. 33). With respect to the latter, the Advisory Committee was informed that, given the fact that the Organization was driven by mandates set by Member States, it was difficult for the Secretariat to predict what skills sets and how many staff would be needed in the various occupational groups in the future. Furthermore, on the supply side, the wave of expected retirements, which would have constituted a major demographic transition, did not appear to be occurring. The Committee notes in this connection that, in individual departments, such as the Department for General Assembly and Conference Management, there may be a significant demographic trend in this regard (see A/65/122, para. 49).

8. As a consequence, the Secretary-General indicates that he intends to focus instead on shorter-term operational workforce planning to address already identified demands in field operations. This would involve quarterly assessments of immediate

and short-term requirements for each mission by function and level against the availability of rostered candidates (see A/65/305, paras. 35 and 36).

9. **The Advisory Committee believes that the Secretary-General should have provided a more detailed analysis of why, in his opinion, the workforce planning exercise did not provide the expected results. The Committee understands the difficulty of predicting changes in mandates. It also recognizes that the staffing of the Secretariat must be dynamic and flexible in order to be able to respond to changing requirements. However, in the Committee's opinion, there is scope for forecasting requirements for major occupational groups, such as language, administrative, finance, security and political and economic affairs staff, including the number of staff needed and the skills sets required. Planning in this regard should be an attainable goal. Much of personnel policy depends upon such forecasting — from training and roster management to career modelling and mobility policy. The fact that the staffing requirements of the Organization are dependent on mandates does not preclude the Secretary-General from extrapolating future staffing needs based on experience and trends.**

Staff selection system

10. Following contractual reforms approved by the General Assembly in its resolution 63/250, the staff selection system was revised to integrate the formerly separate selection policy and processes for Headquarters and field operations into one framework. The Secretary-General reports on changes reflected in the new staff selection system, including:

(a) Automatic prescreening of candidates on the basis of questions supplied by the hiring manager. Applications are released to hiring managers on a daily basis starting on the day that the post is advertised. The expectation is that this will mean that hiring managers are provided with shorter lists of candidates to be reviewed. The 15, 30 and 60 day criteria no longer apply, meaning, among other things, that internal candidates and lateral transfers no longer must be considered before external candidates. Effectively, this will mean that every pre-screened candidate will have to be reviewed by the programme manager;

(b) A staff member holding a permanent, probationary or fixed-term appointment (with no appointment limitation) assigned from a headquarters location, including regional commissions, to a peacekeeping mission or special political mission in the field in a position one level higher than his or her current grade, may be temporarily promoted to the level of the position in the peacekeeping operation or special political mission;

(c) A staff member temporarily promoted may apply during the higher-level assignment to job openings one level higher than his or her temporary grade level, provided that he or she has spent more than one year continuously in the peacekeeping operation or special political mission in the field;

(d) A staff member who is on secondment to a fund or programme, specialized agency or organization of the United Nations common system is granted a lien against a specific post for up to two years. While on secondment, the staff member will be considered as an internal candidate for Secretariat openings and is

eligible to apply for positions one level higher than the level he or she has during the secondment;

(e) Fullest consideration for vacancies is to be given to staff already serving in the Secretariat. Prior to selection of an external candidate, the decision must be justified in writing and approved by the Office of Human Resources Management.

11. The Secretary-General requests the General Assembly to approve a reduction in the period for circulation of specific job openings from 60 to 45 days as a means to speed up the recruitment and staffing process. Although there had been a concern that reducing the advertising period would disadvantage candidates from some Member States with limited access to the United Nations website due to gaps in technology, the Secretary-General notes that the technology gap is becoming less of an issue. The Secretary-General further notes that the vast majority of applications are received in the first 45 days of posting a vacancy. **The Advisory Committee recommends approval of a reduction of the period for circulation of specific job openings from 60 to 45 days.**

12. **The Advisory Committee notes with regret that the benchmark of 120 days for filling a post (see A/55/253 and Corr.1, para. 34) is still an elusive goal.** In fact, the Secretary-General reports that in non-field locations, the average time from posting a vacancy to selection by the head of department has increased from 182 days in 2008 to 197 days in 2009, and these figures do not include the time required for onboarding (see A/65/305, para. 12). **The Committee expects that the combined effect of a reduction in the period of circulation of job openings and the efficiencies that Inspira is anticipated to bring, as well as other efficiencies planned for the central review bodies process (such as the use of virtual meetings), will enable the Secretary-General to significantly streamline the recruitment process and meet, and possibly improve upon, the 120-day benchmark.**

13. **The Advisory Committee disagrees with the proposed requirement for heads of department to justify selection of an external candidate in writing for approval by the Office of Human Resources Management. The new procedure fosters the impression that selection of external candidates is not desirable and presents onerous requirements that would discourage managers from selecting external candidates. In the Committee's view, all candidates should be assessed on the basis of the requirements of the post. In evaluating the candidates, managers should adhere to the Charter of the United Nations, General Assembly mandates and relevant staff regulations, giving due regard to the qualifications and experience of persons already in the service of the United Nations, as well as to the principles of geographical diversity and gender parity in the staffing of the Organization. Accordingly, the Committee recommends that the Assembly request the Secretary-General to delete the special procedures for the selection of external candidates from the staff selection system.**

14. As indicated in paragraph 54 of the report (A/65/305), the Office of Human Resources Management conducted a review of the roster component of Galaxy, which identified two key reasons for the limited use of pre-screened rosters, namely, insufficient information on the assessment methods used and uncertainty about the qualifications of the assessors. The Advisory Committee was informed that, in pursuance of paragraph 2.6 of the administrative instruction on the staff selection

system (ST/AI/2010/3), enhancements would be introduced in the staff selection system through the issuance of guidance manuals to provide for: (a) a common approach to conducting assessments; (b) an understanding of the role of assessment/expert panels, with the profiles of members to include subject-matter experts; (c) sharing of rostered candidates across the global Secretariat, including the field missions administered by the Department of Field Support; and (d) provision of information to the hiring manager on the assessment undertaken leading to the recommendation to place a candidate on the roster. The Committee notes these improvements, as well as the fact that Inspira will include a roster management module, which is to be rolled out in late 2010. **The Advisory Committee understands that the above-mentioned guidance manuals will be issued expeditiously. The Committee expects that a progress report on the use of rosters, including a statistical analysis, will be included in the report on human resources management to be submitted to the General Assembly at its sixty-seventh session.**

Learning

15. In paragraph 92 of his report (A/65/305), the Secretary-General indicates that the $20 million dedicated to training in the regular budget represents 1.06 per cent of staff costs and that industry best practice is a minimum of 2 per cent. Furthermore, in 2003, the target of 2 per cent was endorsed by the Human Resources Network of the United Nations System Chief Executives Board for Coordination. The Secretary-General also indicates that, while the Organization also draws upon extrabudgetary resources to support training, particularly with regard to specialized needs (such as security, the introduction of International Public Sector Accounting Standards (IPSAS), humanitarian response, human rights and post-conflict response), those training initiatives are difficult to track. Upon request, the Advisory Committee was given the following table, which includes training resources under the regular budget and the peacekeeping budgets, as well as the support account for peacekeeping operations for the period from July 2010 to June 2011. As can be seen from the table, the addition of peacekeeping training resources brings the percentage of training resources to staff costs to 1.18 per cent.

(Thousands of United States dollars)

	Staff costs including general temporary assistance	*Training resources*	*Training resources as percentage of staffing resources*
Regular budget (2010-2011)	2 972 060.3[a]	33 211.9[b]	1.12%
Peacekeeping operations and the support account for peacekeeping (July 2010-June 2011)	1 750 347.7	22 665.1	1.29%
Total	**4 722 408.0**	**55 877.0**	**1.18%**

[a] Net, excluding staff assessment.
[b] Includes IPSAS-related training ($586,400).

16. In response to General Assembly resolution 63/250, the Secretary-General promulgated a comprehensive learning and development policy (ST/SGB/2009/9), which, among other things, introduced a 5-day minimum target of learning

opportunities per staff member per year. It is expected that the learning management system, which is a component of the talent management framework, will improve planning, management, tracking and reporting of learning across the Secretariat and facilitate access of staff to online learning options.

17. Upon enquiry, the Advisory Committee was informed that the Secretariat did not have the ability to retrieve systematic information on training activities from sources of funding other than the regular budget, peacekeeping budgets and the support account for peacekeeping operations. In this connection, the Committee recalls the finding of the Board of Auditors that in many offices of the Secretariat and related entities, the monitoring of training efforts was inadequate and, further, that the Office of Human Resources Management of the Secretariat was not aware of the amount or destination of training expenditure financed from extrabudgetary sources (see A/65/5 (Vol. I), summary). **The Advisory Committee regrets that training activities from extrabudgetary sources of funding are not currently captured. The Committee expects that the learning management system will provide a fuller picture of all the training resources and activities of the Organization.**

18. In paragraphs 98 to 103 of the report (A/65/305), the Secretary-General outlines the elements of his learning strategy, which include a comprehensive learning framework, a continued focus on management and leadership development and enhanced learning programming and delivery mechanisms. The Advisory Committee notes the information contained in paragraph 100 of the report concerning the intention of the Secretary-General to establish a learning and development framework and the description of what would be entailed in developing the framework. **The Advisory Committee is disappointed to note that the strategy for training continues to be expressed in very general terms. The Committee points out that it is important not only to have a picture of the resources that go into training but also of the management of those resources. In its report on training in peacekeeping, the Committee set out a number of elements that would need to go into a complete training strategy; these apply equally to training activities outside the peacekeeping sphere (see A/63/746, paras. 138-149). The Committee reaffirms its conviction expressed in that report that "the training needs of staff serving both at Headquarters and in the field should be based on sound workforce planning techniques" (see A/63/746, para. 142; see also para. 9 above). In the Committee's view, there should be a unified, integrated, Organization-wide approach to training, targeted to address gaps in skills sets, linked to career path planning and management, and based on a needs assessment.**

Career development

19. The Organization has also begun to introduce career models as a pilot to facilitate career planning. In addition, Career Resource Centres have been established at all Headquarters locations, offices away from Headquarters and in a number of field missions.

Mobility

20. A revised policy on mobility has not yet been fully developed (see also para. 57 below). At present, staff mobility is facilitated through the voluntary

initiative for network exchanges programme (VINES) or through the staff selection system. In addition, there are several measures in place to encourage mobility, such as the requirement for staff to have two lateral moves for eligibility for promotion to the P-5 level (one if the staff member has served in Nairobi or a regional commission other than the Economic Commission for Europe for one year or longer or is applying for a P-5 position in one of those duty stations). The lateral move requirement is waived when a staff member has served in a non-family mission or duty station for one year or longer. In addition, staff members serving on secondment within the United Nations common system are eligible to apply for posts one level higher than their current grade, a measure aimed at fostering inter-agency mobility. The Advisory Committee recalls that, in accordance with section VII, paragraph 5, of General Assembly resolution 63/250 a comprehensive report on mobility was to be presented to the General Assembly at its sixty-fifth session . **The Advisory Committee regrets that the report of the Secretary-General will not be submitted until the sixty-seventh session (see A/65/305, annex, part A, sect. VII; see also para. 57 below).**

Staff health and well-being

21. The Secretary-General indicates that a number of initiatives have been undertaken to promote and advance the inclusion of staff health and well-being as an independent management priority, including:

(a) An in-depth system-wide review of medical services across the United Nations by the Joint Inspection Unit;

(b) Implementation of measures to improve mass casualty incident management, such as emergency medical management training with certification for United Nations field physicians, implementation of a programme to guide field physicians in the development of mass casualty and emergency management plans and operationalization of the United Nations medical emergency response team.

22. In addition, the Medical Services Division is coordinating the introduction of a harmonized electronic medical records management system at all duty stations in the global Secretariat. There has also been a renewed emphasis on the promotion of psychosocial health and well-being.

Human resources management scorecard

23. The Secretary-General indicates that the human resources management scorecard will replace the human resources action plans from 2011 onwards. As indicated in paragraph 147 of his report (A/65/305), a number of weaknesses were identified with respect to the human resources action plans:

(a) A lack of prioritization (the Management Performance Board reviews plans containing up to 32 indicators);

(b) Gaps in compliance monitoring coverage (only a limited number of on-site monitoring visits is feasible per year);

(c) Lack of ownership (performance on a number of the indicators contained in the human resources action plans is outside the control of departments, offices and field operations, contributing to the perception that the human resources action plans do not help them in self-monitoring).

24. According to the Secretary-General, the scorecard will deliver three improvements: a stronger focus of senior management on compliance with geographical and gender targets and the prompt filling of vacancies; full coverage for monitoring the discharge of delegated authorities in compliance with regulations, rules, policies and procedures; and increased self-monitoring by departments, offices and field operations (ibid., para. 148).

25. The Advisory Committee recalls the recommendation of the Board of Auditors that the Administration should prioritize the objectives of the human resources action plans and select a reduced number of them as priority targets (see A/63/5 (Vol. I), para. 243). In order to address this issue, the new scorecard will report to the Management Performance Board on performance with respect to a limited number of indicators (6 as opposed to the current 32), thereby focusing the attention of the Board on organizational human resources management priorities derived from legislative mandates and continuously highlighted by the General Assembly. The Committee was informed that performance on the following six indicators would be reported to the Board: staffing timeline, vacancy rate, geographical representation, female staff representation in all categories, female staff representation in senior positions, and completion of the basic security in the field training course.

26. To address the monitoring issue, the Secretary-General states that it is planned that the Office of Human Resources Management, other departments and field operations will use an additional set of 17 indicators to continuously monitor delegated authority. In addition, the scorecard will contain customized indicators reflecting performance that is better attributable to departments, offices and field operations so as to increase the sense of ownership and enable better self-monitoring. All human resources performance indicators and data will be available in one scorecard as part of an online "dashboard" in the Inspira data warehouse and reporting module.

27. **The Advisory Committee appreciates the efforts made to improve upon the human resources action plans as instruments for accountability. The Committee trusts that the new human resources scorecard, by properly attributing the responsibilities to the various stakeholders, will provide a tool that sets out the expectations the Organization has of its senior managers. The scorecard provides a mechanism for the Secretary-General to monitor the performance of his senior managers in contributing towards achieving organizational goals in regard to equitable geographical representation and gender parity in staffing (see also paras. 90 and 91 below). An assessment of the functioning of the scorecard should be provided in the report of the Secretary-General on human resources management issues to be submitted to the General Assembly at its sixty-seventh session.**

Staff-management relations

28. The Advisory Committee recalls section I, paragraph 2, of General Assembly resolution 63/250, in which the Assembly stressed the importance of a meaningful and constructive dialogue between staff and management, in particular on human resources-related issues. As indicated in paragraphs 153 and 154 of the report of the Secretary-General (A/65/305) in response to General Assembly resolution 63/250 the Secretary-General has requested the Joint Inspection Unit to review the staff-management mechanisms addressing human resources management issues. During

the course of its meetings, the Committee was informed that, while the New York Staff Union still did not participate in the Staff-Management Coordination Committee, it did take part as an observer in the informal consultations held with all staff unions in January 2010. **The Advisory Committee underscores the importance of the Secretary-General exercising his responsibility as Chief Administrative Officer in putting forward proposals relating to human resources management in the Organization.**

III. Contractual arrangements and harmonization of conditions of service

A. Harmonization of conditions of service

29. In his report contained in document A/65/305/Add.1, para. 72, the Secretary-General proposes that the General Assembly endorse the recommendations of the International Civil Service Commission (ICSC) concerning harmonization of conditions of service in non-family duty stations (see A/65/30, para. 243). The Secretary-General supports the Commission's recommendations to:

(a) Harmonize the designation of mission duty stations as family or non-family based on a security assessment and the practice of the United Nations agencies, funds and programmes;

(b) Change the existing hardship allowance to grant staff in non-family duty stations an additional amount. For staff paid at the dependency rate, the additional amount would be the equivalent of the applicable dependency rate of the hardship allowance in category E duty stations. For staff paid at the single rate, the additional amount would be the equivalent of half of the applicable single rate of the hardship allowance in category E duty stations;

(c) Introduce the framework for rest and recuperation travel, consisting of paid travel expenses from the duty station to a designated location, as well as a lump-sum amount of $750 as a contribution towards accommodation costs and terminal expenses;

(d) Encourage organizations to absorb the additional costs imposed by the rest and recuperation framework within existing resources.

Should the General Assembly approve the recommendations of the Commission, the personal transitional allowance paid to staff who otherwise would have experienced a loss in compensation when moving to the new conditions of service approved in General Assembly resolution 63/250 will be eliminated.

30. In his statement on the administrative and financial implications of the recommendations of ICSC (A/65/493), the Secretary-General notes that, with the exception of the United Nations Secretariat, all organizations of the United Nations common system provide some form of compensation for the maintenance of a second household and other related additional costs when staff are assigned to a non-family duty station. Prior to the 2009 contractual reform in the United Nations, mission appointees in United Nations peacekeeping operations had a pay package that differed substantially from that applicable to all other common system staff, in that it did not include any allowance for service in non-family duty stations and

consisted of two elements only: base salary and mission subsistence allowance. With the implementation of the contractual reform in July 2009, former mission appointees were converted to regular staff and received the standard pay package in terms of post adjustment, benefits and allowances. That is to say, they were no longer paid the location-specific mission subsistence allowance, but they remained the only common system staff not to benefit from any second household allowance because the mission subsistence allowance was intended as a lump sum to meet the costs of being at the place of duty, while the base salary was for commitments outside the duty station.

31. Financial implications for the United Nations, as shown in paragraph 15 of the report (A/65/305/Add.1), are estimated at $130.5 million for the first year of implementation as follows: $20.4 million ($28.4 offset by $8 million from the discontinuance of the personal transition allowance) for the designation of mission locations as family duty stations; $45.1 million for rest and recuperation travel of staff members; $19.6 million for rest and recuperation travel for United Nations Volunteers; and $45.3 million ($63 million offset by savings of $17.7 million from the discontinuance of the personal transition allowance) for the introduction of an additional allowance for staff in non-family duty stations. The Advisory Committee was informed that, after the first year, the recurrent yearly cost would amount to $140.4 million. A breakdown is provided in table 1 in the statement by the Secretary-General on the administrative and financial implications of the recommendations contained in the report of ICSC for 2010 (A/65/493). The Committee has commented more extensively on the financial implications in its related report (A/65/532).

32. As can be seen from table 1 in the report of ICSC (see A/65/30, para. 238, and table 1), the proposal would result in savings for the other organizations of the common system amounting to some $24.9 million. In recognition of the changes that these proposals would entail for organizations that have applied the special operations approach, ICSC provides for transitional arrangements that would allow for phased implementation and full harmonization five years after implementation of the non-family hardship element.

33. Upon request, the Advisory Committee was provided with tables showing: (a) family and non-family missions; (b) current non-family duty stations that could be designated as family duty stations based on the current security assessment; and (c) a breakdown of estimated rest and recuperation costs by mission (see annex I).

34. The Advisory Committee notes the weakness identified by ICSC in the functioning of the special operations approach, which include difficulties and delays in identifying suitable administrative places of assignment; the fact that the majority of families do not choose to live in the administrative place of assignment; the difficulty in setting common rates for special operations living allowances; and the fact that special operations approach rates were not harmonized across all organizations and that the rates were not based on a methodology approved by ICSC.

35. On the basis of an analysis conducted by ICSC on the actual amounts staff reported as spending on rent outside their non-family duty station, the Commission came to the conclusion that recognition of the expense of a second household for the family was too narrow to meet the intended purpose (see A/65/30, paras. 232-235). Instead, it sought to recognize the hardship of being at a non-family duty station in a

broader sense, taking into account that such assignments mean separation from family and have added financial burdens. Furthermore, ICSC noted that the allowance should provide an incentive for staff to accept assignments at non-family duty stations. All of these considerations led ICSC to the conclusion that there would be a number of advantages to integrating the recognition of non-family hardship in the existing hardship scheme rather than introducing a new separate allowance.

36. **The Advisory Committee believes that each of the three main ICSC harmonization proposals discussed in the report of the Secretary-General (A/65/305/Add.1) has merit and responds to concerns previously expressed by the Committee (see, for example, A/61/537, A/62/7/Add.14, A/63/526 and Corr.1 and A/64/518). Accordingly, the Committee recommends their approval by the General Assembly, subject to the observations and recommendations in the paragraphs below. These measures should enhance programme delivery by facilitating staffing in non-family duty stations, increase fairness by treating staff who are in similar situations in the same way and facilitate inter-agency mobility in the field by reducing differences in the compensation structure. They would also strengthen the effectiveness of the common system by reasserting the role of ICSC in setting the full spectrum of compensation arrangements and enhancing transparency and accountability in this regard. The development of the special operations approach in past years by individual funds, programmes and agencies, while responding to specific circumstances, had never been considered in the context of the common system, or connected to overall compensation arrangements, or approved by the Assembly. In this connection, the Committee recalls the observation of ICSC that the harmonization of conditions of service in field operations is essential for the preservation of the United Nations common system (A/61/30/Add.1, para. 35).**

37. The Advisory Committee has long held the view that the designation of duty stations as family or non-family should be based on the security situation on the ground and other objective factors, as first proposed by the Secretary-General on the advice of ICSC during the sixty-first session (see reports of the Advisory Committee, A/62/7/Add.14, para. 34, and A/64/660, para. 47). The Committee has been concerned not only about the need to base administrative policies on objective analysis and circumstances, but also about the anomalies that the current arrangements create. **The Advisory Committee therefore reiterates its view that the designation by the United Nations of its duty stations as family or non-family should be harmonized with the practices of other United Nations system entities on the basis of the security situation and other relevant applicable objective factors. This decision can be taken irrespective of decisions the General Assembly may take on other harmonization proposals.**

38. The Advisory Committee has previously recommended support for the provision of rest and recuperation travel (A/62/7/Add.14, para. 34). **The Committee recognizes that the provision of time for rest and recuperation should be complemented with the means to utilize the time. It therefore supports the envisaged arrangements for the provision of paid travel expenses from the duty station to designated rest and recuperation locations. It also considers the proposed lump sum for accommodation costs during rest and recuperation leave represents a practical alternative to calculations based on a daily subsistence allowance (see annex I.C below).**

39. Upon enquiry, the Advisory Committee was informed that there was no intention to make rest and recuperation leave mandatory. The Committee was further informed that rest and recuperation leave, like all leave, was subject to the exigencies of service and thus the exercise of such leave would balance responsiveness to staff members' need for relief from the stressful environments in which they live and work with programmatic and operational requirements. The Committee was also informed that it would therefore be the responsibility of managers to ensure that staff are given every opportunity to avail themselves of their entitlement to such leave.

40. With respect to the provision of additional hardship allowances in non-family duty stations, the Advisory Committee recognizes that the ICSC recommendations need to be considered in the broader system-wide context under which the special operations approach would be discontinued in favour of a method that recognizes the cost of maintaining a second household as an additional aspect of hardship. The new approach also recognizes that, in terms of second household costs, staff with dependants, in general, bear greater costs than those without, a distinction that the special operations approach does not make. The Committee recommends approval of the recommendations of ICSC in this respect.

41. The Advisory Committee emphasizes the importance of a common system approach applicable to the United Nations and the agencies, funds and programmes. The Committee believes that the allowances related to the hardship stemming from the need to maintain a second household should be regulated by ICSC, which already has the lead in setting salary, post adjustment, hardship, hazard, mobility, education and virtually all other allowances. Within the common system, this is the only way to ensure that allowances are considered within the framework of compensation arrangements as a whole, and that such allowances are set in a transparent and accountable way.

42. In recommending that the General Assembly endorse the ICSC recommendations, the Advisory Committee emphasizes the importance of cooperation and compliance by all participants in the United Nations common system. It therefore recommends that the Assembly request the Secretary-General to ensure compliance by executive heads of the funds and programmes to whom he delegates authority for human resources and financial authority. The Committee also expects that the Secretary-General will exert his leadership as Chair of the United Nations System Chief Executives Board for Coordination to ensure application of the new arrangements system wide. In this regard, the Committee recommends that, during the five-year transitional period recommended by ICSC, the Secretary-General and the executive heads of the funds and programmes work closely together, within the framework of the common system, to address and mitigate any unintended consequences of the change.

B. Continuing contracts

43. As indicated in paragraph 18 of the report of the Secretary-General (A/65/305/Add.1), pursuant to General Assembly resolution 63/250 a report on the

implementation of continuing appointments was submitted to the General Assembly at its sixty-fourth session (A/64/267). However, that report was withdrawn following the issuance of the report of the Advisory Committee (A/64/518) and concerns expressed by Member States. The understanding was that a revised proposal would be submitted to the Assembly at its sixty-fifth session that would take into account concerns raised by Member States and the Advisory Committee relating primarily to the definition of the continuing need for the services and functions of staff members; the numbers of staff with a long-term claim on the Organization, including those who would be eligible for continuing appointment; the review process; and the financial liability of the Organization. **The revised proposal contained in the report of the Secretary-General (A/65/305/Add.1) is intended to address those concerns; however, the Committee is disappointed to note that, not only has the Secretary-General not responded satisfactorily to those issues, the new elements of his proposal, in particular the non-inclusion of the criterion of continuing need for a post, have, in fact, made the proposal weaker. The Committee comments further on these issues in the paragraphs below and stresses once again that the present report should be read in conjunction with paragraphs 2 to 34 of its report on human resources management (A/64/518).**

44. The Secretary-General proposes that the General Assembly approve the implementation of continuing appointments as of 1 January 2011 under the conditions specified in the report. The essence of the proposal is that continuing appointment should be open to a staff member who has a minimum of five years of continuous service on a fixed-term appointment with the Organization provided that he or she meets the highest standards of efficiency and competence corresponding to a performance rating of 3 or above in the four most recent performance appraisal reports, that he or she has not been subject to any disciplinary measure during the five years prior to the time of review, and that the office in which the staff member serves is not faced with a foreseeable end of mandate or with an expiration of funding. Staff members who are granted a continuing appointment must "commit" to maintaining updated skills in compliance with the learning policy elaborated in the Secretary-General's bulletin on learning and development policy (ST/SGB/2009/9) and comply with the Organization's mobility policy (see also para. 57 below).

45. The Advisory Committee was provided with a table that gives an estimate of the number of staff who may be eligible for consideration for conversion to a continuing appointment, taking into account all categories of staff in all duty stations meeting the eligibility criterion after 5, 7, 8, 9 and 10 years of continuing service (see annex II to the present report). Under the proposal of the Secretary-General, a total of 27,440 staff would become eligible in the period from 2011 to 2015 (including 14,84 ocally recruited staff in field missions; 5,944 Director and Professional level staf., 3,442 Field Service staff; and 3,210 General Service staff). In 2011, 6,388 would become eligible.

46. In paragraphs 48 to 51 of the report (A/65/305/Add.1), the Secretary-General sets out procedures related to the central management of the conversion process. The revised proposal has taken into account the recommendation of the Advisory Committee that the review process be streamlined by requiring a review by a joint advisory body only when the Office of Human Resources Management and the programme manager do not agree. Upon enquiry, it was clarified to the Committee

that where a case is to be reviewed as stipulated in paragraphs 51 (c) and (d) of the report, it would be done by one of the existing central review bodies. The reference to the composition of the joint review bodies, which had been a concern of the Committee, has therefore been removed (see A/64/267, paras. 31 (h) and 32). Otherwise the procedures remain largely unchanged from those set out in the previous report of the Secretary-General (see A/64/267, paras. 31 and 32). Upon enquiry, it was made clear to the Committee that staff members who do not receive a continuing appointment may continue to serve in the Organization on fixed-term contracts and could again become eligible for a continuing contract at a later stage.

47. As indicated in paragraph 22 of the report (A/65/305/Add.1), the Secretary-General is of the view that a continuing appointment should not be seen as a career appointment but as an open-ended appointment, which, for administrative ease, is granted to staff who have devoted years of their lives to the service of the Organization and have proved the value of their work, often in difficult and hardship conditions. The Secretary-General further indicates that the continuing appointment would provide staff with a sense of job security, which is widely recognized as an incentive for long-term performance and commitment to an organization. A continuing appointment may be terminated without the staff member's consent if "such action would be in the interest of the good administration of the Organization, to be interpreted principally as a change or termination of a mandate" (see ST/SGB/2010/6, article IX, regulation 9.3). Under such circumstances, a termination indemnity would be payable to the staff member. The Secretary-General indicates in paragraph 25 of the report that "the provision of this indemnity reinforces the underlying concept that the continuing appointment is not an inflexible instrument that would not allow the Organization to adjust staffing quickly". According to the Secretary-General, the financial implications of converting fixed-term appointments to continuing appointments are primarily linked to the financial liability of the Organization in relation to the payment of termination indemnity (see A/65/305/Add.1, para. 34). The Committee notes, as indicated in the same report, that staff members holding fixed-term appointments do not represent the same liability, as their contracts would expire on a given date, and they do not have any expectation, legal or otherwise, of renewal or conversion of their fixed-term appointments, as reflected in the Staff Regulations and Rules, as well as in their offers and letters of appointment.

48. The Secretary-General recommends against the imposition of a ceiling on the number of conversions, indicating that, in his view, it would not only be administratively burdensome, but would also run counter to the notion of a merit-based process and would interject an element of arbitrary exclusion. It is the view of the Secretary-General that the imposition of a ceiling would not be as effective as, or a substitute for, an effective and competitive recruitment system combined with a well-functioning performance evaluation mechanism. In its previous report, the Committee had recommended against the establishment of a ceiling, suggesting that, as an initial measure, the General Assembly could consider adjusting the eligibility criteria in order to limit the eligible population (see A/64/518, para. 29).

49. The Secretary-General indicates that the introduction of continuing appointments would have no impact on the system of desirable ranges, as the appointment status of a staff member and his or her type and duration of appointment are not linked. Successful candidates from the national competitive examinations and language examinations, under the new contractual framework,

may receive continuing appointments after two years on fixed-term appointments. This is reflected in provisional staff rule 4.14 (b). In this connection, the Advisory Committee recalls section II, paragraph 4 (f), of General Assembly resolution 63/250, in which the Assembly requested the Secretary-General to report to it on options for ensuring that successful candidates from national competitive examinations and language staff are not disadvantaged by proposed changes.

50. Rather than set out proposals on how to maintain a judicious mix of long-term personnel and shorter-term staff that would reflect the complexity of the structure of the Secretariat and its range of programmatic activities and different funding sources, the Secretary-General has put forward an approach that is tantamount to awarding continuing appointments to virtually all staff over time. **The Advisory Committee is deeply concerned that the Secretary-General is now discarding continuing need for functions as a factor in the granting of continuing contracts. In line with his conclusion that long-term workforce planning is of limited usefulness, the Secretary-General does not address the issue of how many continuing appointments would be optimum to provide continuity while allowing for adaptability and new requirements. He appears to justify this by challenging the applicability in the United Nations of an ICSC definition of core functions. It would have been more productive, in the Committee's view, for the Secretary-General to forecast the requirements of the major occupational groups. The Committee believes that such a forecast can be prepared (see also para. 9 of the present report).**

51. In paragraph 14 of its last report on human resources management (A/64/518), the Advisory Committee expressed its doubts concerning the advisability of granting continuing appointments to locally recruited staff in the peacekeeping operations. The Committee indicated that, while peacekeeping itself had become a core activity of the Organization, the individual peacekeeping operations were, by their very nature, temporary. The awarding of continuing appointments to such staff seemed to contradict the principle underlying the introduction of continuing appointments. **The Advisory Committee continues to hold this view.** The Committee understands that the purpose of providing continuing contracts to locally recruited mission staff is to provide termination indemnities for long-serving locally recruited staff in missions. The Secretary-General made this clear when he first made this proposal (see A/62/274, para. 47). **The Committee does not believe that it is appropriate to introduce long-term contractual arrangements with the main purpose of enabling termination indemnities for local staff who have been employed for a specific field mission. If the Secretary-General considers termination payments to be important for the good functioning of the missions, he should make a proposal in this connection with input from ICSC, including associated financial implications.**

52. Furthermore, the Secretary-General does not explain why international staff who are limited to service in a specific mission would receive continuing appointments. **It is contrary to the logic of the concept of continuing appointments that staff who are not able to work outside a specific, time-limited mission should be eligible. In this connection, the Advisory Committee recalls section II, paragraph 10, of General Assembly resolution 63/250, in which the Assembly decided that field staff serving on 300-series appointments of less than four years who were not performing temporary functions would be given mission-specific fixed-term contracts until such time as they had gone**

through a competitive process subject to the review of a central review body. In this connection, in paragraph 12 of its report on human resources management (A/64/518), the Committee observed that it appeared that such staff could not be awarded continuing appointments prior to such a review. Upon enquiry, the Committee was informed that of 5,685 former 300-series staff, about 80 per cent had still not been reviewed and rostered by the field central review body. At this juncture, those staff would not yet be eligible for continuing contracts. The Committee emphasizes the need to accelerate the field central review process.

53. With respect to the issue of stability for such staff, the Advisory Committee recalls its recommendation that the Secretary-General take measures to improve the security of employment of mission staff by, for instance, offering them appointments of a duration that reflects mission operational requirements. In this connection, the Committee was informed that mission contracts are now of up to two years' duration, where they were formerly for a shorter period. **The Committee welcomes this development and, noting that fixed-term appointments can be granted for renewable periods of up to five years at a time, encourages the Secretary-General to use judgement in awarding appointments of a longer duration where feasible.**

54. In his report, the Secretary-General asserted that grounds for termination recognizes "a number of legitimate considerations, such as changing needs, functions and mandates of the United Nations, the reorientation of its programmes or funding cuts" (A/65/305/Add.1, para. 39). The Committee points out that this goes beyond what the General Assembly has defined as termination "in the interest of the Organization", which the Assembly has said should be "interpreted principally as a change or termination of a mandate" (see resolution 63/250, sect. II, para. 22).

55. **In the view of the Advisory Committee, the approach of the Secretary-General is equivalent to awarding continuing appointments to virtually all staff over time. Moreover, with the current process of granting permanent appointments, concern about so large a population with a long-term lien on the Organization has not been allayed. The premise of the Secretary-General is that, if necessary, staff reductions could be accomplished without too much difficulty. For the reasons set out below, the Committee does not see the basis for this view.**

56. **With respect to the assertion of the Secretary-General that the provision for payment of termination indemnity "reinforces the underlying concept that the continuing appointment is not an inflexible instrument that would not allow the Organization to adjust staffing quickly", the Advisory Committee points out that adjusting the workforce in this manner, rather than through advance planning, could have undesirable consequences, including significant financial implications. Furthermore, the Committee is not convinced that adjusting staffing in this way would be as easy as the Secretary-General implies, taking into account, inter alia, the definition the General Assembly has provided in its resolution 63/250 for termination "in the interest of the good administration of the Organization". The Committee is concerned that, unless the procedures and criteria for termination are clear, some staff, upon termination, will inevitably resort to the system for the administration of justice, and this could also have**

financial implications for the Organization. In this connection, the Committee notes from the report of the Secretary-General on the administration of justice that, in the first year of functioning of the United Nations Dispute Tribunal (1 July 2009-30 June 2010), a large percentage of cases before it fell into the category of non-renewal of contracts (see A/65/373, para. 25).

57. As to the commitment that staff granted continuing contracts must make to comply with the Organization's mobility policy (see A/65/305/Add.1, paras. 24 and 54), the Advisory Committee points out, once again, that no such policy currently exists (see A/64/518, para. 30, and A/63/208). With respect to the reference in paragraph 54 of the report of the Secretary-General (A/65/305/Add.1) to administrative instruction ST/AI/2007/2, which sets out the managed reassignment programme, it should be noted that the Secretary-General has suspended the programme pending completion of a comprehensive review of mobility (see A/63/208, para. 68, and para. 20 above). **The Committee expects that the comprehensive review will examine mobility requirements in granting continuing contracts.**

58. **The General Assembly, in having approved the instrument of continuing contracts on the basis of a comprehensive review of contractual arrangements, appears to the Committee to have recognized the need for the staffing of the Secretariat to be anchored with long-serving personnel. The conundrum confronting the General Assembly in proceeding further at this point is that the Secretary-General has not been able to set out prudent arrangements. Further, the proposals of the Secretary-General seem focused on creating a basis for termination payments and strengthening the feeling of job security among staff rather than on setting out a vision of an agile and professional Secretariat that requires a base of long-serving personnel. In repeatedly proposing that eligibility be so comprehensive after only five years of service, the Secretary-General has not acknowledged or responded to the concerns expressed by the Advisory Committee (see A/64/518).**

IV. Comprehensive assessment of the system of geographic distribution

59. The report of the Secretary-General (A/65/305/Add.2) is submitted pursuant to section IX, paragraph 17, of General Assembly resolution 63/250, by which the Assembly requested the Secretary-General, inter alia, to submit "proposals for a comprehensive review of the system of desirable ranges, with a view to establishing a more effective tool to ensure geographical distribution in relation to the total number of staff of the global United Nations Secretariat". In his report, the Secretary-General reviewed the origin and purpose of the system of desirable ranges, which was established in 1960 (see General Assembly resolution 1559 (XV) of 18 December 1960) to measure progress towards equitable geographical distribution, and the changes to the system that have taken place since then. The report updates the scenarios presented in the previous report of the Secretary-General on the issue (A/59/724), which show how Member State representation would change when various weightings of factors (membership, population and contribution) and/or base figures are changed. The scenarios consist of three groups, as follows:

- Group I: in which the weights of existing factors are varied within the existing base figure
- Group II: in which the number of posts in the base figure is changed through the inclusion of new funding categories
- Group III: which uses a weighted base figure for Member States

60. The Advisory Committee recalls that, even in 1948, when the Secretary-General set out the principles that determined his policy on the principle of equitable geographical distribution in response to General Assembly resolution 153 (II) of 15 November 1947, the complexity of establishing a single mathematical formula to deal with this issue was recognized (see A/652, paras. 7-9). **In the Committee's view, the application of judgement in the selection process is therefore an important part of the implementation of Article 101, paragraph 3, of the Charter of the United Nations.**

61. The Advisory Committee understands that the task given to the Secretary-General by the General Assembly was to review the system of desirable ranges "with a view to establishing a more effective tool to ensure equitable geographical distribution". **In the Committee's view, the report does not adequately respond to that request: no new elements are introduced that could enhance the effectiveness of the system; the arithmetic is merely adjusted. Furthermore, the Committee would point out that there are a number of technical issues in the report that should be highlighted. For example, the Committee questions the formula applied in scenario 7, which includes posts financed under extrabudgetary resources (peacekeeping budgets and trust funds) but does not take into account the scale of assessments for peacekeeping or contributions to voluntarily funded activities. Nor does the report address requests by the General Assembly to make appropriate provision for proper representation of troop-contributing countries in the Department of Peacekeeping Operations and the Department of Field Support of the Secretariat, taking into account their contribution to United Nations peacekeeping (see resolution 63/250, sect. IX, para. 13).**

62. **The Advisory Committee considers that this issue is a matter of policy for decision by the General Assembly. However, the report of the Secretary-General provides no recommendations and, in the Committee's view, little basis upon which to make a decision on any change to the system of desirable ranges. It will be up to the General Assembly to decide whether to provide further guidance to the Secretary-General in this matter.**

V. Talent management tool, Inspira

63. The report of the Secretary-General on the talent management tool, Inspira (A/65/305/Add.3) provides information on governance and progress in the implementation of the talent management tool Inspira. Deployment began in April 2010 and will continue through 2011. Upon request, the Advisory Committee was provided with a breakdown of project costs through 2011, which will amount to some $13.3 million: $6.7 million in development costs and $6.6 million in maintenance costs. A new support centre located in the facility of the Economic and Social Commission for Asia and the Pacific provides help desk support,

maintenance and development for Inspira. During the course of its hearings with representatives of the Secretary-General, the Committee was given a demonstration of the staffing and performance modules of Inspira.

64. The staffing module of Inspira supports the advertising of vacancies on the Internet, the collection of applications, the pre-screening of applicants, the scheduling and management of interviews, the management of the review bodies process, department head review and the transition to the onboarding process. The Secretary-General indicates that, among other things, Inspira will have improved capabilities for the searching, screening and tracking of candidate application status and will support generation of offers of appointment and track completion of other onboarding activities. Eventually, however, onboarding will be supported by Umoja.

65. According to the Secretary-General, differences between the Inspira performance management module and the current system include support for multi-rater feedback, supervisor feedback and the creation of both performance management and career management documents. Inspira e-performance is currently being piloted in the Department of Management, the Office for the Coordination of Humanitarian Affairs, the Department of Field Support/Field Personnel Division, the Africa II Division of the Department of Political Affairs, the United Nations Mission in Liberia, the United Nations Integrated Peacebuilding Office in Sierra Leone and the Mexico Office of the Economic Commission for Latin America and the Caribbean. The pilot, which was launched in April 2010 involves approximately 5,000 users. It is expected that the system will be deployed to all departments by April 2011.

66. The Inspira learning management module, according to the Secretary-General, will allow for course scheduling, attendee record keeping and the provision of online courses through an eLearning component. It is also expected to improve the efficiency of planning, management, tracking and reporting on learning across the Secretariat. The Committee was informed that the deployment of the learning management module will begin with a pilot in late 2010. Full deployment will be in 2011.

67. The Secretary-General indicates that Inspira also encompasses foundational elements. These include position management, which is a set of processes involving the creation and management of staffing tables and the association of positions to posts; and the new careers portal, which replaces the former United Nations jobs site. As indicated in paragraph 29 of the report of the Secretary-General (A/65/305/Add.3), the position management function will move to Umoja once it is deployed.

68. **The Advisory Committee notes the progress made thus far in the development of Inspira, and welcomes the improvements that the talent management system is intended to introduce. The Committee recognizes that implementation is still at a very early stage and emphasizes the importance of monitoring and assessing the effect of the new tool in facilitating pre-screening of applications and reducing the amount of time it takes to fill a vacancy; the system's ability to track training; and the effectiveness of the multi-rater system. The Committee looks forward to the application of Inspira to staff selection in the peacekeeping missions.**

VI. Young professionals programme

69. The report of the Secretary-General on the young professionals programme (A/65/305/Add.4) responds to the request by the General Assembly in section IV, paragraph 2, of its resolution 63/250, that the Secretary-General submit a feasibility study to determine whether broadening the scope of the national competitive recruitment examination would serve to further strengthen the capacity of the Organization for programme delivery. Drawing upon both the Joint Inspection Unit review of the national competitive recruitment examination (A/62/707) and a business process review of the examination, the Secretary-General outlined the problems with the national competitive recruitment examination that the new programme is intended to address, including: (a) the high average age of staff upon entry and the aging of rosters, which creates a gap between experience and entry-level responsibility; (b) the lengthy process of the national competitive recruitment examination; and (c) the lack of career development support for staff members who enter the Organization through the examination. The Secretary-General indicates that the new programme would integrate the outreach, recruitment, placement, career development and mobility of entry-level staff into one centrally managed process with a view to increasing the diversity of the Secretariat and improving its geographic representation. As indicated in paragraph 17 of the report of the Secretary-General (A/65/305/Add.4), participation in the programme would be open to applicants from un- and under-represented Member States and those in danger of becoming un- or under-represented.

70. Salient features of the new programme include the following:

(a) Candidates would have to be 26 years old or younger (currently, the age limit for the national competitive recruitment examination is 32 during the calendar year of the examination). Exceptions would be made to accommodate periods of mandatory military service;

(b) Eventually the written examination would be online or computer-based rather than paper-based, as the national competitive recruitment examination is now;

(c) Only the number of candidates needed (plus a 10 per cent reserve list) would be selected for the roster, and placement would be done centrally during designated periods of the year. The Committee was informed that candidates would remain on the roster for only one year;

(d) Initial placement would be at the P-1 level, with placement at the P-2 level in a different duty station following two years of successful performance;

(e) Successful candidates would have a two-week orientation at the Staff College and the United Nations Logistics Base; a two-year training and development plan similar to that of the junior professional officers programme; each candidate would have an allocated, dedicated training budget of $2,500, on-the-job training as required and a mentor. Preference would be given (as it is now) to candidates from the young professionals programme for P-3 posts. P-3 vacancies would be posted on Inspira internally first; pre-screening questions would ensure that applicants were young professionals programme candidates. If no suitable young professionals programme candidates are identified, the vacancy would then be readvertised for the remainder of the regular vacancy announcement period (i.e. 30 days if the period is 45 days) and would be open to all candidates;

(f) The G to P examination would be integrated into the young professionals programme; however, the age limit would not apply for G to P candidates. In the young professionals programme, 10 per cent of the total pool of positions available would be earmarked for successful G to P candidates. The same rotation policy would apply to both young professionals programme and G to P candidates.

71. The Secretary-General indicated in his report (A/65/305/Add.4) that there are no immediate additional resource implications for the young professionals programme. The training budget of $375,000 ($2,500 per person for approximately 150 candidates per year) would be met through the reallocation of existing training funds provided to the Office of Human Resources Management. However, the Secretary-General indicated in paragraph 61 of the report that the development of online and computer-based examinations would require additional resources. The Secretariat will undertake a feasibility study and revert to the General Assembly on this issue.

72. In addition to all of the regular budget posts at the P-1 and P-2 levels subject to the system of desirable ranges, the Secretary-General seeks authority to utilize 15 per cent of the vacant extrabudgetary and peacekeeping support account posts at those levels, excluding language posts, or a total of approximately 100 to 150 posts per year. The Committee enquired as to why posts not subject to the system of desirable ranges should be set aside for use by a programme in which eligibility is defined by un- and under-representation in that system. The Secretary-General advises that these posts are needed to enable rotation to different duty stations and functions. The Committee was assured that vacancies for other P-2 extrabudgetary or peacekeeping support account posts would be advertised in accordance with the procedure applicable to other posts. Upon enquiry, the Committee was informed that taking into account current average vacancy rates, it is estimated that about 119 extrabudgetary P-2 posts would be vacant on average per year. Fifteen per cent would amount to about 18 posts annually for the young professionals programme. **The Committee recommends that the General Assembly approve the use of 15 per cent of extrabudgetary and support account posts at the P-1 and P-2 levels, on the understanding that other P-2 vacancies would be advertised.**

73. The Secretariat has undertaken a review of the current roster of successful candidates from the national competitive recruitment examination to determine how many are still interested and available for placement at the P-2 level. Following that exercise and the placement of the number of candidates, the roster has decreased from 521 in October 2009 to 212 currently. The Secretariat also conducted a business process review of the national competitive recruitment examination. As a result, an improved business process is already under implementation for the national competitive recruitment examination in 2010. These improvements, which involve shortened application and marking periods, are expected to result in a reduction of the process time by approximately nine months. **The further development of new initiatives should draw on the lessons learned from the current effort to implement improvements to the national competitive recruitment examination for 2010.**

74. **The Advisory Committee welcomes the intention of the Secretary-General to implement measures for the more effective recruitment, placement and professional development of young professionals from un- and under-represented countries. While the national competitive recruitment examination**

had focused on recruitment, the new approach entails a more complete chain of investment in the career development of new young professional staff who enter the Secretariat through a competitive examination. However, given the scope of the programme, it is not accurate to assert, as the Secretary-General has in paragraph 25 of his report, that the young professionals programme "would become the entry point for a majority of junior positions in the global Secretariat".

75. **In the Advisory Committee's opinion, lowering the age limit to 26 is too restrictive. The Committee points out that this could disadvantage candidates whose mother tongue is neither English nor French. Those candidates would require additional language education and perhaps even job experience in an English- or French-speaking environment after completion of their degree. Furthermore, the benefits to the Organization of having new staff with advanced university degrees should not be underestimated, and the age limit of 26 could preclude some candidates from obtaining an advanced degree. In the Committee's view, the shortening of the examination process, together with the proposed improvements to the roster system, should greatly assist in keeping the roster young. With these considerations in mind, the Committee recommends that the age limit of 32 be left unchanged for the time being. This issue should be re-examined at the sixty-ninth session of the General Assembly in the context of a complete assessment of the functioning of the improved arrangements, which the Secretary-General should be requested to submit. The General Assembly may wish to request the Secretary-General to explore the possibility of using the examination and recruitment process for the selection of young professionals, which is now being improved, by broadening the scope of the programme and opening it up to the membership of the United Nations as a whole.**

76. The Secretary-General has committed to placing on the roster only the number of candidates needed, plus a reserve list of 10 per cent, with the roster remaining valid for one year only. **In fairness to the additional 10 per cent, the Advisory Committee recommends that the roster remain valid for two years.**

77. The Secretary-General proposes giving priority consideration for P-3 positions to candidates from the young professionals programme by advertising the positions internally for 15 days before releasing the vacancy announcement to external candidates. **In the Committee's view, the same procedures that apply to every other position should also apply to P-3 level posts. The Committee therefore recommends that P-3 level positions be advertised in the same manner as all other positions. In making selections, managers should be encouraged to give priority consideration to candidates from the young professionals programme.**

78. The Advisory Committee notes that it is proposed that the rotation policy to be applied for the young professionals programme is also to be applied to successful G to P candidates. Under the new programme, successful G to P candidates will be required to move to a different duty station for their initial assignment. **The Committee recommends against this proposal. Having fulfilled the five years of employment with the United Nations that is required for candidates who sit for the examination, such staff are not new recruits. They have set up households in their current duty station and many have family considerations that would preclude them from accepting a post that would require them to move**

immediately. These staff should be subject to whatever mobility policy is decided upon by the General Assembly following its consideration of the comprehensive report on mobility to be submitted in accordance with section VII, paragraph 5, of Assembly resolution 63/250.

VII. Provisional Staff Rules and amendments to the staff regulations

Staff rules

79. The report of the Secretary-General on the provisional Staff Rules (A/65/202) provides information on the new Staff Rules (ST/SGB/2010/6), which the Secretary-General has provisionally promulgated to take into account the new contractual arrangements approved by the General Assembly in its resolution 63/250. As indicated in paragraph 4 of the report, the General Assembly, at its sixty-fourth session, having considered the report of the Secretary-General on the provisional Staff Rules promulgated in July 2009, decided that the Staff Rules should remain provisional pending their further consideration at its sixty-fifth session. The current report should therefore be read in conjunction with the report submitted to the General Assembly at its sixty-fourth session (A/64/230). The Secretary-General indicates that the new staff rules also take into account the recommendations of the Advisory Committee in its report (A/64/518).

80. **The Advisory Committee recommends approval of the proposed actions contained in paragraphs 22 (a) and (b) of the report, namely, that the General Assembly (a) take note of the new provisional Staff Rules set out in document ST/SGB/2010/6; and (b) request the Secretary-General to amend staff rule 4.14 on the basis of its consideration of the report of the Secretary-General on continuing appointments at its sixty-fifth session.**

81. In paragraph 22 (c) of the report, the Secretary-General proposes that the General Assembly reconsider the requirement that internationally recruited staff members renounce permanent resident status and, if it agrees to remove this requirement, to decide to delete staff rule 1.5 (c). The Advisory Committee has discussed this matter in some detail in its report (A/64/518). It recalls that the requirement to renounce permanent resident status stems from a long-standing policy articulated by the General Assembly in 1953 upon the recommendation of the Advisory Committee (see A/2615, paras. 69-72). Although not explicitly reflected in any staff rule, the requirement is set out in administrative instructions and information circulars, the most recent of which are ST/AI/2000/19 and ST/IC/2001/27.

82. Until 30 June 2009, this rule was enforced for staff holding appointments under the former 100 series of the staff rules. The Advisory Committee was informed that flexibility was applied for staff hired under the former 200 and 300 series, as these were viewed as project funded and/or temporary. Therefore, staff in these categories were allowed to retain permanent residency (including in the United States while serving in New York) since they would not normally have long-term careers. With the new single set of staff rules coming into effect from 1 July 2009, the rule will apply to all international staff on fixed-term or permanent contracts. Consequently, all such staff in the Secretariat, funds and programmes will

be required to surrender permanent residency in countries other than in their country of nationality in order to retain their employment, including staff members who are serving on project funded or temporarily funded posts. Upon enquiry, the Committee was informed that such staff had not yet been required to renounce their permanent residency pending decision by the General Assembly. The Committee was also informed that it was not possible to project how many staff members would seek to acquire or retain permanent resident status if the requirement were lifted. However, there is a significant disincentive for international staff as, under staff rule 4.5 (d), such staff would lose entitlement to certain expatriate benefits.

83. The Advisory Committee was informed that allowing staff members to maintain permanent resident status outside the country of nationality would have financial implications for income tax reimbursements and staff assessment. In the Financial Regulations and Rules of the United Nations promulgated in ST/SGB/2003/7, financial regulations 4.11 and 4.12 specify that if the amount required for income tax reimbursement is less than the credits of a Member State in its respective sub-account of the Tax Equalization Fund, the balance of such credits is to be offset against the contributions due from the Member State. On the other hand, if the total of such reimbursements exceeds the credits of a Member State in the Tax Equalization Fund, the shortfall shall be added to and recovered from assessed contributions due from that Member State in the subsequent financial period.

84. As indicated in paragraph 81 above, it was the Advisory Committee that initially recommended the policy now in effect. However, the Committee believes that the time has come to revisit this policy in the light of changing circumstances, including the shift in family situations from national to international settings and the desirability of having a more mobile workforce. **The Committee therefore reiterates its view, as expressed in its previous report, that, with the increasing use of fixed-term appointments, it may not be entirely fair to require a candidate to give up permanent resident status, a decision that has long-term consequences, so that he or she can take up a position that may last only two or three years (see A/64/518, para. 45). It therefore recommends that the General Assembly reconsider the requirement to renounce permanent residence status. However, having reconsidered staff rule 1.5 (c) and the history behind the requirement, the Committee recommends retaining staff rule 1.5 (c) in view of the fact that it makes no mention of a requirement to renounce permanent residency, but merely requires the staff member to notify the Secretary-General if he or she intends to acquire permanent residence status or intends to change his or her nationality. The retention of this rule would ensure the means to enforce rule 4.5 (d), which provides the basis to discontinue international benefits for staff members who become permanent residents in the country of their duty station.**

85. **In any case, the Advisory Committee continues to believe that it is unreasonable to expect serving staff members to make a choice between maintaining their permanent resident status and continuing their employment with the Organization. It therefore reaffirms its recommendation (see A/64/518, para. 44) that, without prejudice to the decision to be made by the General Assembly on the requirement to renounce permanent residency, appropriate measures should be taken to ensure that those individuals are not disadvantaged by the introduction of the new contractual regime. The**

Committee is of the view that the financial consequences and the impact on posts subject to geographic distribution should be taken into account when taking a decision on the requirement to renounce permanent residency.

86. With respect to the provisions of staff rule 4.5 (d), it was clarified to the Advisory Committee that staff members who have permanent residency status in the country of their duty station will not be entitled to education grant even though the entitlement is based on nationality. **The General Assembly may wish to confirm this understanding in connection with its consideration of the issue discussed in paragraphs 81 to 85 of the present report.**

Staff Regulations

87. In his report on amendments to the Staff Regulations (A/65/213), the Secretary-General requested the General Assembly to approve an amendment to staff regulation 1.2 (m). The proposed amendment expands the scope of the definition of conflict of interest to provide for a definition that is not limited to financial interests. **The Advisory Committee recommends approval of the amendments to staff regulation 1.2 (m). In this connection, the Advisory Committee also recalls the definition of accountability contained in General Assembly resolution 64/259 and recommends that consideration be given to its inclusion in future amendments.**

VIII. Composition of the Secretariat

88. The report of the Secretary-General entitled "Composition report: United Nations Secretariat staff demographics" (A/65/350), which covers the period from 1 July 2009 to 30 June 2010, was submitted pursuant to various resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238, 61/244 and 63/250. It provides statistical information on important demographic characteristics of the Secretariat and on the system of desirable ranges. The addendum to the report (A/65/350/Add.1) provides demographic information concerning the employment of gratis personnel, retirees and consultants and covers the period from 1 January 2008 to 31 December 2009.

89. The Advisory Committee notes that that report has been restructured considerably. A summary of the main changes has been provided in table 3 of the report. As indicated in paragraph 2 of the report and paragraph 1 of the addendum to it, the intention in redesigning the report was to present the demographic information, which previously was often in paragraphs of text, in easier-to-understand figures or tables. The Committee was informed that there had also been an effort to streamline by combining some tables. **The Committee notes that these innovations have been more successful in some cases than in others. For example, the presentation in tabular form of information provided in section VI, on staff subject to the system of desirable ranges, makes it easier to get an overall picture of the situation pertaining in the Secretariat than does the prose presentation in the 2009 report (A/64/352). However, in the Committee's view, some trend analysis would help the reader to grasp the meaning of the statistics provided in the tables. The Committee and the General Assembly have repeatedly pointed to the need for this. The Committee therefore encourages the Secretary-General to continue to refine the**

presentation of the report in order to provide as complete a picture as possible of the structure of the entire Secretariat and the location, levels and contractual status of the staff, as well as a basis for comparison with previous periods, but recommends that, in future reports, the raw data presented be accompanied by analysis of demographic trends.

90. While the report contains tables showing the distribution of staff with geographical status at the D-1 level and above by economic grouping (see A/65/350, table 22) and appointments of staff to posts subject to geographic distribution by gender, representation status and economic grouping (see table 23), there is no table that gives a picture of the composition of the staffing of senior positions in the Secretariat as a whole. In this connection, the Committee recalls the request of the General Assembly in its resolution 63/250 (sect. IX, para. 7) that the Secretary-General take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat.

91. The Advisory Committee notes from table 9 of the report (A/65/350) that the goal of gender parity in the Secretariat continues to be elusive, with women representing only 33 per cent of the staff as at 30 June 2010 and 40 per cent of the posts in the Professional category and above. At the most senior levels, the representation of women is far lower, ranging from 23 per cent at the Under-Secretary-General level to 27 per cent at the D-1 level. In posts subject to geographic distribution, however, 45.1 per cent of the staff (in the Professional category and above) were female. In this connection, the Committee recalls section X, paragraph 4, of General Assembly resolution 63/250, in which the Assembly requested the Secretary-General to increase his efforts to attain the goal of gender parity in the Secretariat, in particular at senior levels, and in this context to ensure that women, especially those from developing countries and countries with economies in transition, are appropriately represented within the Secretariat. **In this regard, the Advisory Committee believes that far more aggressive efforts should be made by the Secretary-General to improve the representation of women.**

92. Table 6 of the report of the Secretary-General (A/65/350/Add.1) shows the trend for retirees engaged during the last three bienniums. As noted in paragraph 15, the main change is the near doubling of the number of retirees' working days, from 97,406 in the 2004-2005 period to 189,624 in the 2008-2009 period. The General Assembly commented on this trend with respect to the last biennium in section XI, paragraph 3, of its resolution 63/250, in which it reiterated its concern that the continuous trend of hiring staff retirees for extended periods of time increased in the biennium 2006-2007. **While the Advisory Committee recognizes that the use of retirees in some departments, such as language staff in the Department for General Assembly and Conference Management, has advantages, it notes that the increasing trend of hiring retirees in other departments continues unabated. The Committee reiterates its view that this situation can be avoided through rigorous succession planning and urges the Secretary-General to give priority attention to this issue, especially with respect to language personnel.**

93. The Advisory Committee notes that for the biennium 2008-2009 there were 41 retirees in decision-making positions (D-1 level and above). This compares with 46

in the previous biennium (see A/63/310/Add.2, table 7). **The Committee notes the reduction and emphasizes that, in accordance with section XI, paragraph 4, of General Assembly resolution 63/250, employment of retirees in decision-making positions should occur only in exceptional circumstances.**

94. The Advisory Committee notes the information provided in the report of the Secretary-General on consultants and individual contractors (see A/65/350/Add.1, sect. IV). In this connection, the Committee recalls section XI, paragraph 2, of General Assembly resolution 63/250, in which the Assembly, inter alia, stressed that consultants should be drawn from the widest possible geographical basis.

IX. Activities of the Ethics Office

95. The fifth annual report of the Secretary-General on the activities of the Ethics Office (A/65/343) provides an update on the volume of requests handled; advice and guidance activities; training, education and outreach efforts; the protection of staff against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations; standard setting and policy support activities; and the implementation of and future directions for the financial disclosure programme. It also includes information on the activities of the United Nations Ethics Committee and the United Nations Ethics Network, which have focused on harmonizing policies and ethical practices among the United Nations and its separately administered organs and programmes.

96. In paragraphs 56 to 58 of its report on human resources management (A/64/518), the Advisory Committee discusses the draft System-wide Code of Ethics for United Nations personnel, which is under preparation by the Ethics Office. The Committee had questioned the relationship between the draft Code and the Staff Regulations and Rules, on the one hand, and the International Civil Service Commission standards of conduct for the international civil service on the other. Upon enquiry concerning the status of the draft Code, the Advisory Committee was informed that the Ethics Office had consulted with the Commission secretariat concerning the draft Code and that the Office would contribute to the Commission review of the standards of conduct scheduled to commence in 2011. **In the Advisory Committee's view, an ethics manual would be a useful means of codifying guidance, which could be updated on a regular basis through the issuance of bulletins.**

97. A handbook is under preparation for staff to be entitled "Navigating the UN: A staff member's guide on obtaining advice and guidance, resolving grievances, reporting wrongdoing or appealing a decision". The Committee was informed that it was expected to go to press before the end of 2010. **The Committee welcomes this development and stresses the need for continuing coordination among the mechanisms for reporting misconduct and resolving grievances in order to ensure that their functions do not overlap and that staff understand the roles of each of the entities and their interrelationship.**

98. With regard to the ongoing issue of whether to continue to outsource the financial disclosure programme, the Secretary-General has reported that, in the first half of 2010, a consulting firm conducted a study of the relative advantages and disadvantages of reverting to in-house financial disclosure functions. In paragraphs 73 to 81 of his report (A/65/343), the Secretary-General described the methodology

used in the study. As indicated in paragraph 77, the study identified three main components required for a fully functioning financial disclosure programme: review and verification of financial disclosure filings; financial disclosure system administration; and reporting. The first two components are currently outsourced, while the third is carried out by the Ethics Office. The Committee was informed that the cost of the study amounted to $114,220 and that it would be finalized shortly. A high-level advisory group has been established to examine the findings.

99. The matter of how to handle the financial disclosure programme has been at issue since its inception in 2006. **The Advisory Committee has commented on the need for an in-depth study in this regard as far back as the sixty-second session of the General Assembly (see A/62/7, para. I.17). The Committee expects that the study of the consultants will be finalized expeditiously and the findings implemented as soon as possible.**

100. As indicated in paragraph 32 of the report (A/65/343), pursuant to the United Nations policy on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations (ST/SGB/2005/21), the Ethics Office receives complaints of retaliation and conducts a preliminary review to determine whether the complainant engaged in a protected activity and, if so, whether the protected activity was a contributing factor to the alleged retaliation. Once a prima facie case has been determined to exist, the policy shifts the burden of proof onto the Organization, requiring the Administration to show that it would have taken the same alleged retaliatory action absent the fact that the individual reported misconduct or cooperated with a duly authorized audit or investigation.

101. As noted in paragraph 55 of the report of the Advisory Committee (A/64/518), a lacuna in the above-mentioned policy came to light during the 2008-2009 reporting cycle, in that after the Ethics Office had determined the existence of a prima facie case of retaliation and referred it to the Office of Internal Oversight Services (OIOS), the latter declined to proceed with the investigation. Subsequently, the Office of Legal Affairs confirmed that, on the basis of General Assembly resolution 48/218 B, OIOS had the discretionary authority to decide whether or not to investigate a matter.

102. In paragraph 83 of his report (A/65/343) the Secretary-General requested the General Assembly to consider (a) amending the mandate of OIOS to include a specific obligation to investigate all prima facie cases of retaliation referred to it under the terms of ST/SGB/2005/21, as a means for the Administration to discharge the burden of proof; or (b) amending the provisions of ST/SGB/2005/21 to allow for the establishment of an alternative investigating mechanism to deal with cases in which, owing to a conflict of interest, OIOS cannot investigate a matter or where, at its own discretion, OIOS decides not to investigate a matter. The Committee was informed that, if the latter option is approved, the question of a funding source for the alternative investigating mechanism would need to be addressed.

103. **It is clear to the Advisory Committee that the effective functioning of a system of protection against retaliation depends on the possibility of investigation. The Committee recommends that the Secretary-General urge OIOS, as a matter of practice, to investigate cases where the Ethics Office considers that there is a prima facie case. With respect to the issue of conflict of interest, the Committee notes that paragraph 5.10 of the Secretary-General's**

bulletin on the policy for protection against retaliation (see ST/SGB/20005/21) foresees the potential for this:

> **"5.10 Where, in the opinion of the Ethics Office, there may be a conflict of interest in OIOS conducting the investigation [...], the Ethics Office may recommend to the Secretary-General that the complaint be referred to an alternative investigating mechanism."**

Taking into account the above considerations, the Advisory Committee sees no reason for the General Assembly to amend the mandate of OIOS and thus for the Secretary-General to amend the provisions of ST/SGB/2005/21. Nor is there a reason for the Ethics Office to create its own investigative capacity.

104. In paragraph 84 of the report (A/65/343), the Secretary-General also referred to the need to amend the terms of reference of the Ethics Office to ensure that it can preserve and maintain the complete confidentiality of all information relating to the performance of its operational mandates. This is in response to unforeseen consequences of the new system of administration of justice. As explained in paragraph 38 of the same report, in a case before the United Nations Dispute Tribunal, the Tribunal ordered that a confidential OIOS investigation report provided to the Ethics Office be released to the complainant. In the view of the Secretary-General, the release of confidential OIOS reports could have a negative effect on the ability of the Office to discharge its responsibilities in protection against retaliation cases. The report indicates that consultations on this issue are under way within the Secretariat.

X. Practice of the Secretary-General in disciplinary matters and possible criminal behaviour

105. The report on the practice of the Secretary-General in disciplinary matters and possible criminal behaviour (A/65/180) was submitted in response to General Assembly resolution 59/287, in which the Assembly requested the Secretary-General to inform Member States on an annual basis about all actions taken in cases of established misconduct and/or criminal behaviour and the disciplinary action, and, where appropriate, legal action taken in accordance with established procedures and regulations. The report provides a broad overview of the administrative machinery in disciplinary matters, a summary of the cases in respect of which the Secretary-General imposed a disciplinary measure during the reporting period and information on the practice of the Secretary-General in cases of possible criminal behaviour.

106. Effective 1 July 2009, a new system of administration of justice came into force at the United Nations. A comparison of the handling of disciplinary matters under the former system and the new system is presented in the annex to the report of the Secretary-General (A/65/180).

XI. Measures taken to address systemic human resources issues raised by the Office of the United Nations Ombudsman and Mediation Services

107. The report of the Secretary-General on measures taken to address systemic human resources issues raised by the Office of the United Nations Ombudsman and Mediation Services (A/65/332) is submitted pursuant to General Assembly resolutions 64/233 and 63/252. The report provides responses on measures taken with respect to systemic issues identified in the report of the Office of the United Nations Ombudsman and Mediation Services (A/64/314) in the areas of:

(a) Career progression and development, including performance management, recruitment and selection, official status files and contract management;

(b) Leadership and managerial effectiveness, specifically abuse of power;

(c) Investigatory processes for alleged misconduct;

(d) Academic qualifications;

(e) Maternity leave;

(f) Staff referral for medical evaluation;

(g) Coverage for trauma and post-crisis care.

108. The Advisory Committee notes that this is the first report on measures taken to address systemic issues identified by the Office of the Ombudsman and Mediation Services. **In the Committee's view, the usefulness of these reports would be enhanced by more concrete elaboration of the issues by the Ombudsman and Mediation Services, and more specific responses to these issues by the Secretary-General.**

109. The Advisory Committee further addresses activities of the Office of the Ombudsman and Mediation Services in the context of its report on the administration of justice.

Annex I

A. List of family and non-family missions as of 30 June 2010

Mission	*Location*	*Number of international staff*
Family missions (including United Nations Logistics Base)		
Cameroon-Nigeria Mixed Commission	Dakar	12
Office of the Special Adviser of the Secretary-General on Cyprus	Nicosia	12
United Nations Disengagement Observer Force	Camp Faouar	39
United Nations Peacekeeping Force in Cyprus	Nicosia	40
United Nations Interim Force in Lebanon	Naqoura	315
United Nations Logistics Base	Brindisi	66
United Nations Military Observer Group in India and Pakistan	Islamabad	23
United Nations Office for West Africa	Dakar	12
United Nations Special Coordinator Office for the Middle East Peace Process	Jerusalem/Gaza	29
United Nations Special Coordinator for Lebanon	Beirut	21
United Nations Truce Supervision Organization	Jerusalem	88
Total family missions		**657**
Non-family missions		
United Nations Office to the African Union	Addis Ababa	9
United Nations Integrated Office in Burundi	Bujumbura	115
United Nations Integrated Peacebuilding Office in the Central African Republic	Bangui	36
United Nations Mission in the Central African Republic and Chad	N'Djamena	409
United Nations Mission for the Referendum in Western Sahara	Laayoune	99
United Nations Stabilization Mission in Haiti	Port-au-Prince	481
United Nations Organization Mission in the Democratic Republic of the Congo	Kinshasa	976
United Nations Operation in Côte d'Ivoire	Abidjan	393
United Nations Assistance Mission in Afghanistan	Kabul	347
United Nations Assistance Mission for Iraq	Baghdad	326
African Union-United Nations Hybrid Operation in Darfur	El-Fasher	1 120
United Nations Integrated Peacebuilding Office in Guinea-Bissau	Bissau	41
United Nations Integrated Peacebuilding Office in Sierra Leone	Freetown	33
United Nations Interim Administration Mission in Kosovo	Pristina	141
United Nations Mission in Liberia	Monrovia	433
United Nations Mission in Nepal	Kathmandu	43
United Nations Mission in the Sudan	Khartoum	873
United Nations Integrated Mission in Timor-Leste	Dili	352
United Nations Political Office for Somalia	Nairobi	40
United Nations Regional Centre for Preventive Diplomacy for Central Asia	Ashgabat	7
United Nations Support Office for the African Union Mission in Somalia	Nairobi	86
Total non-family missions		**6 360**
Grand total		**7 017**

B. Current non-family duty stations that could be designated as family duty stations based on the current security assessment

Mission	*Location*	*Number of staff*
Peacekeeping operations		
United Nations Stabilization Mission in Haiti	Santo Domingo	67
United Nations Mission for the Referendum in Western Sahara	Laayoune	95
United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Entebbe	52
	Pretoria	4
	Kigali	3
	Kigoma	2
Subtotal		**61**
United Nations Integrated Mission in Timor-Leste	Baucau	10
	Dili	324
	Maliana	8
	Oecussi Ambeno	5
	Suai	8
Subtotal		**355**
United Nations Mission in the Sudan	Khartoum	228
United Nations Office to the African Union	Addis Ababa	16
African Union-United Nations Hybrid Operation in Darfur	Khartoum	47
	Entebbe	7
Subtotal		**54**
United Nations Interim Administration Mission in Kosovo	Belgrade	7
	Skopje	1
Subtotal		**8**
United Nations Support Office for the African Union Mission in Somalia	Nairobi	86
Subtotal		**86**
Subtotal peacekeeping operations		**970**
United Nations Integrated Peacebuilding Office in the Central African Republic	Bangui	31
United Nations Assistance Mission for Iraq	Amman	206
	Kuwait City	114
Subtotal		**357**
United Nations Integrated Peacebuilding Office in Guinea-Bissau	Bissau	30
United Nations Integrated Peacebuilding Office in Sierra Leone	Freetown	31
United Nations Mission in Nepal	Kathmandu	43

Mission	*Location*	*Number of staff*
United Nations Political Office for Somalia	Nairobi	40
United Nations Regional Centre for Preventive Diplomacy for Central Asia	Asghabat	8
Subtotal special political missions		**503**
Total		**1 473**

C. Breakdown of rest and recuperation costs peacekeeping operations and special political missions

Mission	*Location*	*Rest and recuperation location*	*Cycle (weeks)*	*Annual trips*	*Number of staff*	*United States dollars*				
						Estimated travel expenses per trip per person	*Total travel expenses for all staff*	*Lump-sum per person per trip*	*Total lump sum for all staff*	*Total travel and lump sum*
United Nations Integrated Office in Burundi	Burundi	Nairobi	8	5	121	500	302 500	750	453 750	756 250
United Nations Integrated Peacebuilding Office in the Central African Republic	Central African Republic	Yaounde	12	2	24	700	33 600	750	36 000	69 600
United Nations Mission in the Central African Republic and Chad	Chad	Addis Ababa	8	5	419	1 275	2 671 125	750	1 571 250	4 242 375
United Nations Mission for the Referendum in Western Sahara	Laayoune	Las Palmas	12	3	96	850	244 800	750	216 000	460 800
United Nations Stabilization Mission in Haiti	Haiti	Santo Domingo	6	6	477	300	858 600	750	2 146 500	3 005 100
United Nations Organization Mission in the Democratic Republic of the Congo	Democratic Republic of the Congo	Nairobi	8	5	1 000	1 000	5 000 000	750	3 750 000	8 750 000
United Nations Operation in Côte d'Ivoire	Côte d'Ivoire	Accra	12	3	398	400	477 600	750	895 500	1 373 100
United Nations Assistance Mission in Afghanistan	Afghanistan	Dubai	6	6	330	700	1 386 000	750	1 485 000	2 871 000
United Nations Assistance Mission for Iraq	Iraq	Amman	4	8	107	0	0	750	642 000	642 000
African Union-United Nations Hybrid Operation in Darfur	Darfur	Nairobi	6	6	1 091	700	4 582 200	750	4 909 500	9 491 700
United Nations Interim Force in Lebanon	Tyre	Beirut	12	3	319	0	0	750	717 750	717 750
United Nations Integrated Peacebuilding Office in Guinea-Bissau	Bissau	Dakar	12	3	10	380	11 400	750	22 500	33 900
United Nations Integrated Peacebuilding Office in Sierra Leone	Sierra Leone	Dakar	16	2	29	700	40 600	750	43 500	84 100

Mission	*Location*	*Rest and recuperation location*	*Cycle (weeks)*	*Annual trips*	*Number of staff*	*United States dollars*				
						Estimated travel expenses per trip per person	*Total travel expenses for all staff*	*Lump-sum per person per trip*	*Total lump sum for all staff*	*Total travel and lump sum*
United Nations Interim Administration Mission in Kosovo	Pristina	Ljubljana	8	5	146	500	365 000	750	547 500	912 500
United Nations Mission in Liberia	Liberia	Dakar	8	5	450	1 230	2 767 500	750	1 687 500	4 455 000
United Nations Mission in the Sudan	Khartoum	Nairobi	8	5	830	650	2 697 500	750	3 112 500	5 810 000
United Nations Integrated Mission in Timor-Leste	Dili	Darwin	16	2	359	800	574 400	750	538 500	1 112 900
United Nations Military Observer Group in India and Pakistan	Pakistan	Istanbul	6	6	23	725	100 050	750	103 500	203 550
United Nations Regional Centre for Preventive Diplomacy for Central Asia	Turkmenistan	Istanbul	16	2	8	450	7 200	750	12 000	19 200
Office of the United Nations Special Coordinator for the Middle East Peace Process	West Bank	Amman	8	5	27	250	33 750	750	101 250	135 000
Total							**22 153 825**		**22 992 000**	**45 145 825**

Annex II

Timeline for staff eligible to a continuing contract 2011 to 2020 (current staff on board on fixed-term contracts with continuous service effective any time after 30 June 2004 and assuming all continues "as is")

Population data as at July 2010

Table 1 projects the pattern of eligibility for a continuing contract of the current staffing population until 2015, by year and by the different years of service requirement scenario.

Table 2 extends table 1 into the period 2016-2020 with the same reporting parameters (by year and by eligibility scenario) for the remainder of the current population.

Table 1

	Five years of continuous service				*Seven years of continuous service*				*Eight years of continuous service*				*Nine years of continuous*				*Ten years of continuous service*			
Year	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*
2011	1 073	330	1 152	3 833	144	40	182	465												
2012	619	271	579	2 490	393	159	456	1 267	144	40	182	465								
2013	816	329	624	2 930	536	131	514	2 101	393	159	456	1 267	144	40	182	465				
2014	2 895	2 451	637	4 414	619	271	579	2 490	536	131	514	2 101	393	159	456	1 267	144	40	182	465
2015	541	61	218	1 177	816	329	624	2 930	619	271	579	2 490	536	131	514	2 101	393	159	456	1 267
Subtotal	**5 944**	**3 442**	**3 210**	**14 844**	**2 508**	**930**	**2 355**	**9 253**	**1 692**	**601**	**1 731**	**6 323**	**1 073**	**330**	**1 152**	**3 833**	**537**	**199**	**638**	**1 732**
Total		**27 440**				**15 046**				**10 347**				**6 388**				**3 106**		

Table 2

	Five years of continuous service				*Seven years of continuous service*				*Eight years of continuous service*				*Nine years of continuous*				*Ten years of continuous service*			
Year	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*	*P & D*	*FS*	*GS*	*MLS*
2016					2 895	2 451	637	4 414	816	329	624	2 930	619	271	579	2 490	536	131	514	2 101
2017					541	61	218	1 177	2 895	2 451	637	4 414	816	329	624	2 930	619	271	579	2 490
2018									541	61	218	1 177	2 895	2 451	637	4 414	816	329	624	2 930
2019													541	61	218	1 177	2 895	2 451	637	4 414
2020																	541	61	218	1 177
Subtotal					**3 436**	**2 512**	**855**	**5 591**	**4 252**	**2 841**	**1 479**	**8 521**	**4 871**	**3 112**	**2 058**	**11 011**	**5 407**	**3 243**	**2 572**	**13 112**
Total						**12 394**				**17 093**				**21 052**				**24 334**		

Notes on the population: 27,440

27,440 is the eligible population as at 1 July 2010, which includes:

8,230 staff with international status

4,366 staff with non-international status (locally recruited other than at peacekeeping operations)

14,844 locally recruited staff with appointments limited to peacekeeping and political missions/offices

For the purpose of this analysis, the population was projected "as is", without consideration of retirements, separations (various reasons), closing down of offices, etc.

Abbreviations:

P & D Staff in the Professional and Director category

FS Staff in the Field Service category

GS Locally recruited staff other than at peacekeeping operations: GS, NO (national officer), TC (Trades & Craft), Security category, LT (Language teachers), PIA (Public Information Assistant)

MLS Mission-limited locally recruited staff: GS and NO limited to peacekeeping and political missions/offices

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Agenda item 124
Global health and foreign policy

Letter dated 14 October 2010 from the Permanent Representatives of Brazil and Norway to the United Nations addressed to the President of the General Assembly

On 22 September 2010, the Ministers for Foreign Affairs of Brazil, Norway, Thailand, Senegal and Indonesia, the Minister of Health of South Africa and the Director for Global Public Goods at the Directorate-General for Globalization, Development and Partnerships of France met in New York, on the margins of the High-level Plenary Meeting of the sixty-fifth session of the General Assembly on the Millennium Development Goals, to take stock of the achievements of the Foreign Policy and Global Health Initiative and to look at the way ahead. As the current Co-Chairs of the Initiative, we have the honour to transmit herewith the Ministerial Declaration adopted at that meeting (see annex).

We should be grateful if you would have the text of the present letter and its annex circulated as a document of the General Assembly, under agenda item 124.

(*Signed*) Maria Luiza Ribeiro **Viotti**
Permanent Representative of Brazil
to the United Nations

(*Signed*) Morten **Wetland**
Permanent Representative of Norway
to the United Nations

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Annex to the letter dated 14 October 2010 from the Permanent Representatives of Brazil and Norway to the United Nations addressed to the President of the General Assembly

"Foreign Policy and Global Health — Responding to New Challenges and Setting Priorities for the Future: The Oslo Ministerial Declaration Three Years Later and Beyond"

The Ministers for Foreign Affairs of Brazil, France, Indonesia, Norway, Senegal, South Africa and Thailand, founding members of the Foreign Policy and Global Health Initiative, met in New York on 22 September 2010, on the margins of the sixty-fifth session of the United Nations General Assembly, to review progress, renew commitments and focus the agenda going forward. The seven Ministers issued the following statement:

In the 2007 Oslo Ministerial Declaration, we called for more attention to health as a foreign policy issue and for a stronger strategic focus on the international agenda.

Together with the United Nations Secretary-General and the World Health Organization (WHO) Director-General, our Initiative has contributed to the setting of a global foreign policy and global health agenda, anchored in annual General Assembly debates and resolutions.[a] The growing interest and engagement of countries, as well as the increasing academic work related to the interface between foreign policy and global health, underline the relevance of this agenda.

The commitments, views and concerns which brought us together are even more valid and relevant today. Despite some progress made, challenges in global health, including major inequities and vulnerabilities among countries and regions, still remain and demand persistent attention. Making globalization work for all is our shared challenge and responsibility.

The most effective response to pressing global health issues depends on cooperation and partnerships. More determination and action is needed, as well as concerted, strategic and coherent efforts to achieve health goals. Foreign policy areas such as security and peacebuilding, humanitarian response, social and economic development, human rights and trade have a strong bearing on health outcomes. We will continue to maintain preparedness for dialogue and action across the broader agenda as opportunities arise.

In renewing our commitment to the 2007 Oslo Ministerial Declaration and moving forward, together we will give particular attention to the following selected policy areas:

Millennium Development Goals

Failure to meet the Millennium Development Goals (MDGs) would pose a threat to peace and security, development and human rights, which are the pillars of the United Nations system. The achievements of any State in the promotion and protection of health are of value to all. We must translate

[a] Resolutions 63/33 and 64/108.

political commitment into concrete deeds. Together, we will engage in policy dialogue and identify specific obstacles and solutions in achieving the health-related MDGs. We will have a special focus on HIV, women and children, as well as on neglected diseases such as malaria and tuberculosis, with a human-rights-based approach. We welcome the United Nations Secretary-General's Global Strategy for Women's and Children's Health.

The achievement of the MDGs by 2015 will require political will at all levels, national ownership and leadership, and additional financial resources, as well as adequate, predictable and regular flows of official development assistance. Innovative financing mechanisms also make an important contribution in this respect. International cooperation, including South-South and triangular cooperation, has a significant role to play in these endeavours. Together, we will explore alternative ways and means to promote a sustainable and structural impact on health and development in an interested third country, on the basis of shared best practices and lessons learned within our group.

We commit ourselves to promote universal health coverage in the multilateral agenda as a means to guarantee the equal right of every human being to the enjoyment of the highest attainable standard of physical and mental health.

We reiterate our willingness to seek universal access to medicines that are affordable, safe, effective and of good quality, as well as fairer access to vaccines in situations of pandemics. We also reiterate our commitment to pursuing innovative sources of financing for research and development on neglected diseases.

Global governance for health

Global governance for health is increasingly being challenged by the new realities of an interdependent world. On the one hand, there is a need to simplify the global health architecture and make it more effective, efficient and responsive. On the other, there is a need to give more attention to the interface between health governance and governance in traditional foreign policy domains. Together, we will make global governance for health outcomes the overarching and cross-cutting theme for our initiative. As Foreign Ministers, we will give particular attention to relevant multilateral processes with high impact on health. We will join efforts to enhance the visibility and awareness of health impact in these fora. We will engage with other interested parties in moving forward a global governance for health fit for purpose.

Imbalances in the global health workforce market

We note with concern the persistent lack of skilled health workers, as well as their uneven distribution within countries and throughout the world, in particular the shortage in sub-Saharan Africa, and welcome the adoption by the sixty-third session of the World Health Assembly of the Global Code of Practice on the International Recruitment of Health Personnel.

We welcome the Second Global Forum on Human Resources for Health, which will take place during the Prince Mahidol Award Conference 2011 in Bangkok.

Together, we will explore potential solutions as well as actions in the foreign policy domain that support the implementation of the Code. Information and communications technology has an important contribution to make in this respect.

Protecting people's health in situations of crisis

In emergency situations and during conflicts, essential State functions needed to protect public health and ensure access to essential health care are challenged. Access to and protection of/for health personnel during emergencies are also critical. Mobilizing resources for health is a cornerstone of rapid response and early recovery. Protecting and promoting health in ways that enhance citizen involvement is a contribution to recovery, democratization, trust and confidence in the future. Together, we will focus on opportunities and obstacles in terms of health protection and health recovery in ongoing reviews of the global humanitarian and peacebuilding systems and processes.

Establishing the evidence base

Through an analytical study, we will work together to establish better evidence about policy impact in the interface between health and selected traditional foreign policy disciplines, in order to contribute to strengthening preparedness, informing negotiations and demonstrating results.

WHO Conference on Social Determinants of Health

We welcome the convening of the World Health Organization Conference on Social Determinants of Health in Brazil in 2011. Together, we will engage in the discussions and contribute to its successful outcome.

We take note with appreciation of Brazil's offer to host our next meeting, which is scheduled to take place at the end of 2010.

New York, 22 September 2010

United Nations A/65/539

General Assembly

Distr.: General
21 October 2010

Original: English

Sixty-fifth session
Agenda item 45
Question of the Falkland Islands (Malvinas)

Letter dated 21 October 2010 from the Permanent Representative of the United Kingdom of Great Britain and Northern Ireland to the United Nations addressed to the Secretary-General

In accordance with instructions received from the Government of the United Kingdom of Great Britain and Northern Ireland, I have the honour to refer to the letter dated 11 October 2010 from the Permanent Representative of Argentina (A/65/504) addressed to you, transmitting in an annex a note of protest dated 9 October 2010 submitted by the Republic of Argentina to the United Kingdom on intent to fire missiles from the Falkland Islands.

I have the honour to transmit herewith a copy of the United Kingdom reply, dated 21 October 2010, submitted by the United Kingdom to the Republic of Argentina (see annex).

I should be grateful if you would circulate the present letter as a document of the General Assembly under agenda item 45 concerning the question of the Falkland Islands.

(*Signed*) Mark **Lyall Grant**

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Annex to the letter dated 21 October 2010 from the Permanent Representative of the United Kingdom of Great Britain and Northern Ireland to the United Nations addressed to the Secretary-General

Her Britannic Majesty's Foreign and Commonwealth Office presents its compliments to the Embassy of the Republic of Argentina and has the honour to refer to the note of the Ministry of Foreign Affairs, International Trade and Worship of the Republic of Argentina dated 9 October 2010 concerning the live firing of Rapier anti-aircraft missiles.

The United Kingdom of Great Britain and Northern Ireland has no doubt about its sovereignty over the Falkland Islands and over South Georgia and the South Sandwich Islands and the surrounding maritime areas of both Territories.

The United Kingdom of Great Britain and Northern Ireland can confirm that the test firing of Rapier anti-aircraft (maximum operational range 6,800 metres) missiles in the Falkland Islands has happened approximately every six months for 28 years since they were deployed there in response to the Republic of Argentina's invasion of the Falkland Islands. The live firing in October 2010 is therefore routine and does not represent any change in the United Kingdom defence posture in the South Atlantic.

The United Kingdom would like to take this opportunity to draw the attention of the Government of the Republic of Argentina to the note of its Ministry of Foreign Affairs, International Trade and Worship dated 28 October 2008 and the note of the Foreign and Commonwealth Office of the United Kingdom dated 13 November 2008 concerning the live firing of Rapier anti-aircraft missiles. This exchange confirms that the Republic of Argentina was aware of the live firing of the missiles. Indeed information on Rapier testing has openly been made available by the United Kingdom for many years. The note of the United Kingdom dated 13 November 2008 also points out that the Republic of Argentina undertakes major military exercises of its own without issuing any prior warning to the United Kingdom or Falkland Islands Governments. Some military exercises undertaken by the Republic of Argentina have also included live firing out to sea.

The United Kingdom points out that such misunderstandings could be easily avoided if the Republic of Argentina were to agree to regular military-to-military discussions, communications and confidence-building measures as envisaged under the South Atlantic Working Group, last held in July 1994. The United Kingdom shared a paper with the Republic of Argentina in December 2009 outlining the willingness of the United Kingdom to resume military-to-military discussions under the South Atlantic Working Group. The United Kingdom regrets that the Republic of Argentina has not yet responded to that United Kingdom paper and repeats that it would welcome military-to-military discussions.

Americas Directorate
Foreign and Commonwealth Office
London

21 October 2010

United Nations A/65/540–S/2010/553

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Security Council

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General Assembly
Sixty-fifth session
Agenda items 107 and 122 (v)

Security Council
Sixty-fifth year

Measures to eliminate international terrorism

Cooperation between the United Nations and regional and other organizations: cooperation between the United Nations and the Shanghai Cooperation Organization

Letter dated 21 October 2010 from the Permanent Representatives of China and the Russian Federation to the United Nations addressed to the Secretary-General

We have the honour to enclose herewith a joint statement on the all-round deepening of the Chinese-Russian Federation partnership and strategic cooperation, which was signed by the Presidents of the People's Republic of China and of the Russian Federation on 27 September 2010 in Beijing (see annex).

We request your kind assistance in having the contents of this letter and its annex circulated as a document of the General Assembly, under agenda items 107 and 122 (v), and of the Security Council.

(*Signed*) **Li** Baodong
Permanent Representative of the
People's Republic of China to the United Nations

(*Signed*) Vitaly **Churkin**
Permanent Representative of the
Russian Federation to the United Nations

10-60401 (E) 031110 081110

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Annex to the letter dated 21 October 2010 from the Permanent Representatives of China and the Russian Federation to the United Nations addressed to the Secretary-General

[Original: Chinese and Russian]

Joint statement of the Russian Federation and the People's Republic of China on the comprehensive deepening of Russian-Chinese partnership and strategic cooperation

27 September 2010

At the invitation of the President of the People's Republic of China, Mr. Hu Jintao, the President of the Russian Federation, Mr. Dmitry Medvedev, paid an official visit to the People's Republic of China from 26 to 28 September 2010. The two heads of State held talks both in private and in more inclusive meetings. President Medvedev also met the Chair of the Standing Committee of the National People's Congress, Mr. Wu Bangguo, the Premier of the State Council, Mr. Wen Jiabao, and the Vice President, Mr. Xi Jinping.

In the city of Dalian, the Russian President, Mr. Medvedev, visited the memorial to Soviet soldiers who perished in World War II and took part in activities to mark the Russian National Day at the Expo 2010 world exhibition in Shanghai. The Russian Federation sets high store by the Expo 2010 world exhibition organized by China and supports China in that endeavour. For its part, China expresses its appreciation to the Russian Federation for its support, and stresses its readiness to work together with all parties in their efforts to transform Expo 2010 into a colourful and unforgettable event, which will help foster exchanges between the peoples of all countries and will contribute to the sustainable development of humankind.

The heads of State discussed ways of carrying forward the strategic cooperation partnership between their two countries and spoke highly of the significant progress made in recent years in all spheres of cooperation. They noted with gratification that, over those years, political trust between them had grown, bilateral relations had steadily expanded in a practical manner, close contacts and coordination were being maintained in international and regional affairs, and mutual understanding and friendship between their peoples had strengthened. Thanks to their strategic and long-term nature, Russian-Chinese relations had become an important stabilizing factor in contemporary international politics.

The heads of State noted that the modern world was passing through a time of major change, restructuring and development. The processes of multilateralism and economic globalization were gaining in momentum. There were ever stronger aspirations towards peace and development, and nations were becoming increasingly interdependent. The notions of multilateral cooperation and the democratization of international relations were becoming more deeply entrenched in the mindsets of people. The principles of open cooperation, mutual benefit and common good had been espoused by most members of the international community. The two countries were resolved to continue strengthening their comprehensive cooperation and building mutual support in such matters as choosing their own path of development and protecting each other's State sovereignty, security and territorial

integrity, maintaining international peace and stability, and building a new, more just, rational and democratic world order.

In this regard, the heads of State made the following statement:

I

1. The parties will continue to maintain close high-level and other contacts at all levels for the exchange of views on bilateral relations and major international issues of common concern and will constantly enhance the strategic mutual trust between China and Russia.

2. The parties believe that mutual support in matters of State sovereignty, unity and territorial integrity which affect the fundamental interests of both countries is an important component of Russian-Chinese strategic cooperation. The Russian Federation reaffirms its staunch support for the principled position of China on Taiwan, Tibet and the Xinjiang Uighur Autonomous Region and for China's policy on matters concerning the protection of its State unity and territorial integrity. China reaffirms its support for Russia's efforts to protect its vital interests and to promote peace and stability throughout the Caucasus region and the countries of the Commonwealth of Independent States.

The parties reaffirm their determination not to permit efforts to reinterpret the outcome of the Second World War and to resist attempts to distort the history of the war, to celebrate the Nazis, the warmongers and their accomplices as heroes and to denigrate the liberators.

3. The parties believe that, with the signing of the Agreement between the Russian Federation and the Republic of China on Cooperation in Combating Terrorism, Separatism and Extremism, a solid foundation has been laid for Russian-Chinese cooperation in efforts to counter these threats. In order to put that agreement fully into effect, and to improve bilateral cooperation in meeting other challenges and threats of the current time, the parties shall give new vigour to the Russian-Chinese counter-terrorism working group, extending its mandate to include the full range of new threats and challenges and convening its meetings on a regular basis.

4. The parties shall work together to tackle the global financial crisis and stimulate the recovery and growth of their bilateral economic and trade cooperation. On the basis of their national modernization and economic development strategies, Russia and China shall work to improve the structure of their bilateral trade, reorganize it and reconfigure its growth pattern, to increase the supply of engineering and hi-tech products, to create modern logistics and trading platforms, to expand exchanges and cooperation in the creation of special economic zones and the protection of intellectual property, to speed up the implementation of major bilateral projects, and to create conditions for the steady, healthy and sustainable development of Russian-Chinese trade and economic cooperation.

5. The parties endorse the cooperation launched by companies of their two countries in the fields of engineering, communications, telecommunications, banking, insurance, innovative and applied scientific projects, the chemical, timber and mining industries and interregional cooperation, following the ratification by their heads of State in June 2009 of the Russian-Chinese Investment Cooperation Plan, and look forward to the further strengthening of the role of Russian-Chinese

investment forums, to improvements in the investment climate, to more practical and flexible ways of promoting large-scale investment cooperation projects and to the continuous improvement of the quality and level of such cooperation.

6. The parties recognize the important role and effectiveness of the mechanism for Russian-Chinese energy discussions and are highly gratified by the implementation of agreements signed between them on cooperation in the energy sector. The parties stress that the completion of the Russian-Chinese oil pipeline stands as a major achievement in the energy cooperation between the two countries, which will stimulate economic development in Russia and China. The parties have decided actively to pursue cooperation in the oil, gas, coal, electricity and nuclear power sectors, in efforts to boost their energy efficiency and use of renewable energy, to reach agreement at the earliest possible stage on initiating the construction of the Russian-Chinese gas pipeline, to promote the comprehensive development of coal deposits, including the construction of railways and ports, and to continue to supply electricity and equipment for their power grids.

7. The parties will continue putting into effect the programme on cooperation between Russia's Far East regions and Eastern Siberia and the North-East of China (for the period 2009-2018), will vigorously promote the construction of infrastructure and other major regional cooperation projects and will fully support cooperation between those regions of the two countries on the basis of the agreed bilateral arrangements.

8. The parties express their satisfaction with the sustained development of cooperation in science and technology and in cutting-edge research and development and deem it essential that they continue their joint basic research and high-tech projects in key areas of science, engineering and technology and actively promote the application of their results in the production sector. The parties believe that targeted credits should be used in support of such hi-tech research and development and for the joint implementation of large-scale innovative projects.

9. The parties declare that they will actively promote the expansion of financial cooperation, continue to develop their own financial markets, and improve the investment climate. They support the trading of the ruble against the yuan on the countries' interbank foreign exchange markets, which will help create favourable conditions for bilateral settlements in national currencies and thereby stimulate bilateral trade and investment.

10. The parties believe that the joint work in the environmental field carried out under the environmental protection subcommission of the commission responsible for preparing the regular meetings of heads of government of Russia and China sets a good example of cooperation between the two countries. The parties have attained positive results in their efforts to prevent and control pollution, to set in place an efficient system of focal points for response to natural disasters, to monitor and protect the water quality of transboundary water bodies, to protect transboundary nature reserves and to conserve biological diversity. The results of joint Russian-Chinese monitoring show a marked improvement in water quality in transboundary watercourses. Joint monitoring has laid a solid foundation for bilateral cooperation in efforts to ensure the sound use and protection of transboundary waters. The cooperation between the central and regional authorities of both countries and their joint action at all levels stand as an effective model for cooperation in environmental protection.

11. The parties highly appreciate the important role played by the reciprocal conduct of Russian and Chinese language years in strengthening the mutual trust and friendship between the peoples of the two countries and in consolidating the social underpinnings of Russian-Chinese relations. The parties have agreed to continue strengthening their cooperation in the spheres of education, culture, health, sport, tourism, the media, film and archival work, focusing on activities for the Year of Chinese Language in Russia and on the systematic conduct of arts and humanities projects under the national years of Russia and China. The parties note the success of the summer holiday spent in China in 2010 by the first batch of 500 Russian schoolchildren and state their intention to arrange a summer holiday in China for a second batch of Russian schoolchildren in 2011.

12. The parties express their readiness to continue promoting cultural exchanges and cooperation between the two countries and, to this end, to undertake the joint organization of Russian and Chinese cultural festivals and other events. The parties believe that the opening by Russia and China of cultural centres in each other's countries will play an important role in strengthening cultural contacts and cooperation between those two countries. Both Governments will support the work of the cultural centres.

13. The parties have reached agreement on holding reciprocal tourism years in Russia and China and have instructed their relevant authorities to draw up lists of specific activities for the years and to develop timetables for their conduct.

14. The parties have agreed to widen their cooperation in organizing the reciprocal broadcasting of their own television channels in the territory of the other country.

II

1. The parties declare that they will work together with the international community to tackle global challenges, they will uphold the rules of international law, they will actively advocate the multilateralism and democratization of international relations, they will promote a more just, rational and democratic international political and economic order and they will make unremitting efforts to bring lasting peace, universal prosperity and harmony to the planet.

2. The parties note that the global economy is currently showing signs of recovery. The main stumbling blocks have not, however, been completely eliminated. The impact of the global financial crisis persists and the foundations for recovery are still not sufficiently robust.

The parties advocate the conduct by all countries of coordinated, concerted and stable macroeconomic policies, continued efforts to take into account the special characteristics of each country in measures to stimulate their economies while ensuring the stability of their national financial systems, the further reform of the international financial system, the improvement of the mechanisms driving the global economy, and opposition to all forms of protectionism. The parties are resolved to work with the international community to promote the establishment and enhancement of a balanced, favourable and universally beneficial multilateral trade regime.

3. The parties believe that the international security situation is generally favourable, but that the potential causes of instability and uncertainty are on the increase. Global problems are increasingly asserting themselves and other problems

of international and regional scope flare up from time to time. Traditional security issues are taking on a new dimension, while non-traditional security issues are becoming more acute. They are becoming increasingly intertwined, thereby posing a serious challenge to world peace and stability. The parties call for mutual trust and strengthened cooperation in the domain of security and for international disputes to be settled through dialogue and consultation.

The parties believe that the safeguarding of peace, security and stability in the Euro-Atlantic and Eurasian regions is important not only for the countries of those regions, but also for the world as a whole. China takes a positive view of the response by the Russian Federation to the new security threats and challenges, in keeping with the principle of equal and indivisible security, and of its efforts to rally together all the parties concerned to promote the conclusion of a treaty on European security, and it opposes the expansion of military alliances.

4. The parties point to the universal nature and the central coordinating role of the United Nations in maintaining world peace, fostering common development and promoting international cooperation. They support the reform of the United Nations Security Council with a view to improving its efficiency and effectiveness and rendering it more representative. The parties call on the States Members of the United Nations to consult as widely as possible among themselves in a democratic spirit in an endeavour to reach consensus on that reform.

5. The parties take a positive view of the role played by the Group of Twenty in responding to the global financial and economic crisis and helping the recovery of the world economy, and support the role of the Group of Twenty as the main forum for international economic cooperation, which should continue to focus on the key global economic, financial and development-related issues. The parties believe that the Group of Twenty should be a representative, equitable and efficient structure which is focused on the reform of global economic governance and the international financial system and helps promote the vigorous, sustained and balanced growth of the global economy. The Group of Twenty must ensure that the decisions of the Pittsburgh Summit on the redistribution of quotas and votes in the International Monetary Fund should be put into effect before the Seoul Summit, that fiscal consolidation is achieved in the agreed time frame, that progress is encouraged in the reform of financial regulation, that all forms of protectionism are resisted and that increased attention is given to the issue of development. The parties will strengthen their communication and coordination within the Group of Twenty on the key financial and economic issues, such as reforming the model of sustainable economic growth and the system of international financial regulation.

6. The parties declare that they attach great importance to the problems of global climate change and firmly subscribe to the principles enshrined in the United Nations Framework Convention on Climate Change and the Kyoto Protocol, including the principle of common but differentiated responsibility. The parties stand ready, on the basis of the outcome of the United Nations Climate Change Conference in Copenhagen in December 2009, to work with other parties in a concerted endeavour to carry forward the international negotiating process, to contribute actively to strengthening international cooperation and to join forces in meeting the challenges of global climate change.

7. The parties firmly resolve to enhance their cooperation in such areas as international arms control, disarmament and preventing the proliferation of weapons of mass destruction and their means of delivery.

The parties reaffirm their commitment to the goal of a nuclear-weapon-free world. If this long-term goal is to be attained, all States must take concerted action to maintain global stability and international and regional peace and must promote arms control, disarmament and non-proliferation in keeping with the principle of equal and indivisible security for all.

The parties maintain that preventing the spread of nuclear weapons is essential for international and regional peace and security. The Treaty on the Non-Proliferation of Nuclear Weapons is the cornerstone of the international non-proliferation system.

The parties welcome the positive results achieved at the 2010 Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons and are resolved to join efforts in seeking further balanced progress towards the Treaty's three key objectives: nuclear non-proliferation, nuclear disarmament and the peaceful uses of atomic energy, and also to keep working to expand the Treaty's membership and to strengthen its credibility and effectiveness. The parties maintain that an effective safeguards system under the International Atomic Energy Agency is vital to countering the proliferation of nuclear weapons and to cooperation in the peaceful uses of the atom. The signing by the Russian Federation and the United States of America of the Treaty on Measures for the Further Reduction and Limitation of Strategic Offensive Arms marks an important step in the implementation of article VI of the Nuclear Non-Proliferation Treaty.

The parties support the early entry into force of the Comprehensive Nuclear-Test-Ban Treaty, the launching as soon as possible of negotiations in the Conference on Disarmament in Geneva of a treaty banning the production of fissile material for nuclear weapons, and progress in the establishment of regional nuclear-weapon-free zones, in particular in the Middle East.

The parties are determined to continue their constructive cooperation on issues related to Iran's nuclear programme, both at a bilateral level and in the six-country framework, and stress that this issue should be resolved by political and diplomatic means on the basis of strict compliance by all parties with the Treaty on the Non-Proliferation of Nuclear Weapons. The parties highlight the need for a comprehensive and long-term negotiated solution designed to restore international confidence in the exclusively peaceful nature of Iran's nuclear programme. To this end, concerted and practical measures should be taken to ensure the earliest possible resumption of talks between Iran and the group of six countries, along with efforts to put into effect the arrangements for supplying fuel to the Tehran research reactor. These arrangements constitute an important measure in building confidence between the parties and will provide impetus for progress in dealing with other aspects of the Iranian nuclear issue.

The parties believe that the bolstering of nuclear security is vital in promoting the sustainable development of nuclear energy and the economy, in preventing nuclear terrorism and in strengthening international peace and security, and that it serves the interests of all States. They support strengthened cooperation by the international community in this domain.

The parties set great store by the building of a dialogue of trust between Russia and China on missile defence matters and emphasize the importance of maintaining a global strategic balance and stability and the need to take into account the interests of all States and to ensure their equal security. The parties reaffirm their willingness actively to promote the international endeavour within the Conference on Disarmament in Geneva to prevent an arms race in outer space. The parties will continue strengthening their communication and cooperation on missile defence and space issues.

8. The parties note that the proliferation of threats and challenges facing the Asia-Pacific region necessitates further efforts by all countries in the region to safeguard their regional security and stability. The parties have decided to mount a joint initiative to strengthen security in a spirit of mutual trust, mutual benefit, equality and cooperation. They advocate the creation in the Asia-Pacific region of an open, transparent and equitable security and cooperation architecture, based on the principles of international law and non-alignment and taking due account of the legitimate interests of all parties. It is important that all States in the region should abjure confrontation and refrain from cooperation that is directed against third countries.

The parties call upon all States of the Asia-Pacific region to abide by the following fundamental and internationally recognized principles when engaging in bilateral and multilateral security cooperation:

- To respect one another's sovereignty, independence and territorial integrity and not to interfere in one another's internal affairs;
- To reaffirm their adherence to the principle of equal and indivisible security;
- To reaffirm the defensive nature of their military policy;
- Not to use or threaten to use military force;
- Not to undertake or to support any action aimed at overthrowing the Governments or undermining the stability of other States;
- To settle the differences among them by peaceful political and diplomatic means on the basis of mutual understanding and a willingness to seek compromise;
- To strengthen cooperation in responding to non-traditional security threats;
- To develop bilateral and multilateral military cooperation that is not directed against third countries;
- To develop cross-border cooperation and to strengthen contacts between their people.

The parties note that the building of partnerships between multilateral associations of the Asia-Pacific region could further the above principles and security measures.

9. The parties declare that the Shanghai Cooperation Organization plays an important role in maintaining regional and global security, deepening mutual trust and good neighbourliness, reinforcing practical cooperation between member States of the Organization, and also promoting the further democratization of their international relations. The vigorous development and strengthening of the Shanghai Cooperation Organization and the enhancement of its influence are in the

fundamental interests of all its members. The parties will continue to build their strategic cooperation and make efforts to strengthen the role of the Organization in safeguarding regional security, confronting common threats and challenges, and promoting cooperation in the economic and humanitarian spheres.

The parties reaffirm that the commitment by the Shanghai Cooperation Organization to the fundamental principle of openness, as enshrined in its charter, is a key factor in ensuring the further enhancement of its international prestige. The parties will make joint efforts to improve the legal framework governing the admission of new members to the Organization.

10. The parties affirm that they hold the same position on the issue of maintaining peace and stability in the area covered by the Shanghai Cooperation Organization, including that of Central Asia. The parties shall continue to promote the sustainable development of other member States, taking into account their national circumstances, and to strengthen cooperation with them in the political, economic and humanitarian spheres. In this, particular attention will be given to efforts to counter terrorism, separatism, extremism, drug trafficking and transnational organized crime, to maintain peace and stability, and to promote the economic development and prosperity of all the countries in the region.

11. The parties voiced their concern at the situation prevailing on the Korean peninsula and expressed themselves in favour of improving relations through dialogue and contacts, along with enhancing mutual understanding and trust among all stakeholders. The parties believe that the Six-Party Talks should be resumed at the earliest possible stage and the Joint Statement of 19 September 2005 put fully into effect.

12. The parties emphasize that the development of dialogue and cooperation within the BRIC (Brazil, Russia, India, China) framework is in the shared interests of countries with emerging market economies and developing countries, and will contribute to the formation of a new and more harmonious international system based on multilateralism and the democratic principles of global governance. The parties state their determination to continue to develop all-round practical cooperation between the four countries, working steadily, proactively and pragmatically, in a spirit of open dialogue and partnership. The Russian Federation welcomes China's decision to host the third official meeting of BRIC leaders in 2011, and will actively support China in that undertaking.

13. The parties will continue to strengthen the tripartite dialogue between Russia, China and India and to join efforts in creating an enabling environment in the Asia-Pacific region and the world at large. Russia and China will endeavour to make substantial progress in that tripartite endeavour in such areas of cooperation as emergency relief, agriculture, health and exchanges between the academic and business communities, and will also promote multilateral cooperation and the democratization of international relations.

14. The parties reaffirm their strong commitment to a comprehensive, just and lasting settlement to the Arab-Israeli conflict based on universally recognized international law, including the Madrid Principles, the relevant resolutions of the United Nations Security Council, the principle of "land for peace" and the Arab Peace Initiative. The parties welcome the relaunching on 2 September 2010 of direct

Israeli-Palestinian negotiations and express their hope that those talks will yield positive results.

15. The parties reaffirm their commitment to the emergence of Afghanistan as a peaceful, stable, independent, self-determining, developing, neutral and progressive State, free from terrorism and drug trafficking. Taking a generally positive view of the progress achieved in the peaceful reconstruction of Afghanistan, the parties state their intention to continue to participate actively in that process. The parties support the provision of assistance by the international community under the leadership of the United Nations for the rebuilding of Afghanistan, and call for a joint endeavour to promote peace, stability and the development of that country and its surrounding region, while respecting its independence, sovereignty and territorial integrity.

The talks between the heads of State of Russia and China were held in an atmosphere of friendship, mutual trust and cooperation and yielded significant practical results. The parties declare themselves satisfied with the outcome.

President Dmitry Medvedev of the Russian Federation has invited President Hu Jintao of the People's Republic of China to visit Russia in 2011 at a time convenient to him. The invitation was accepted with gratitude. Specific dates for the visit will be arranged through diplomatic channels.

United Nations A/65/541

General Assembly

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Sixty-fifth session
Agenda items 68 (a) and 129

Promotion and protection of human rights: implementation of human rights instruments

Programme budget for the biennium 2010-2011

Revised estimates arising in relation to the expansion of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates arising in relation to the expansion of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families (A/65/85). During its consideration of the report, the Committee met with representatives of the Secretary-General, who provided additional information.

2. In paragraph 23.30 of the proposed programme budget for the biennium 2010-2011 (A/64/6 (Sect.23)), the Secretary-General informed the General Assembly that the membership of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families was expected to increase from 10 to 14 during the biennium 2010-2011. The Committee held its first meeting in its expanded form at its twelfth session, from 26 to 30 April 2010. The expansion of the Committee entailed additional costs, consisting of travel, daily subsistence allowance and terminal expenses for the four new experts, including expenses relating to a one-day induction course held in Geneva prior to the twelfth session. The costs associated with the course also included travel and daily subsistence allowance for the Chair of the Committee. The Secretary-General notes that the expanded Committee is not expected to generate additional conference servicing costs.

3. The activities of the Committee relate to subprogramme 2, Supporting human rights treaty bodies, of programme 19, Human rights. The additional requirements for travel and daily subsistence allowance and terminal expenses of the four new members are not included under section 23, Human rights, of the programme budget

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for the biennium 2010-2011. Resources relating to the Committee reflected in the programme budget for the biennium 2010-2011 amount to $189,500.

4. In paragraph 6 of his report, the Secretary-General indicates that additional resources required for the increase in the membership of the Committee and the associated induction of the new members and the Chair of the Committee, and for attendance of its members at the Committee's two sessions per year for 2010-2011, are estimated at $122,000. No additional requirements are proposed for 2010-2011, as the intention is to meet the additional requirements within the overall appropriation approved under section 23, Human rights, of the programme budget for the biennium 2010-2011. The Secretary-General also indicates that, for the biennium 2012-2013, it is estimated that additional requirements amounting to $135,400 at full cost would be required and that the requirements for the Committee in this connection will be considered in the context of the proposed programme budget for the biennium 2012-2013. **The Advisory Committee concurs with the Secretary-General's proposals.**

United Nations A/65/542

General Assembly

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26 October 2010

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Sixty-fifth session
Agenda items 36, 52 and 60

The situation in the Middle East

Report of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories

Permanent sovereignty of the Palestinian people in the Occupied Palestinian Territory, including East Jerusalem, and of the Arab population in the occupied Syrian Golan over their natural resources

Identical letters dated 25 October 2010 from the Permanent Representative of the Syrian Arab Republic to the United Nations addressed to the Secretary-General and the President of the General Assembly

I have the honour to transmit herewith a letter from H.E. Mr. Walid Al-Moualem, Minister for Foreign Affairs of the Syrian Arab Republic, dated 20 October 2010, addressed to the Secretary-General and the President of the General Assembly, regarding the recent violations in the Occupied Syrian Golan (see annex).

I would highly appreciate it if the present letter and its annex could be circulated as a document of the General Assembly under agenda items 36, 52 and 60.

(*Signed*) Bashar **Ja'afari**
Ambassador
Permanent Representative

10-60408 (E) 031110 031110

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Annex to the identical letters dated 25 October 2010 from the Permanent Representative of the Syrian Arab Republic to the United Nations addressed to the Secretary-General and the President of the General Assembly

The Israeli occupying authorities are extracting water from Mas`adah Lake in the occupied Syrian Golan and diverting it to settlement farms. Albeit the reservoirs of those occupying authority settlements are full of water, water is being pumped from the lake into those reservoirs.

As a result of that Israeli measure, which contravenes international law and the Fourth Geneva Convention, Syrian citizens in the Golan have sustained material losses that are estimated at some $20 million and are expected to increase by a further $10 million by the end of 2010. Those losses have been incurred by the loss of fish stocks and poor apple yields in the farms that are irrigated by Lake waters and the inadequacy of water for orchards. The Lake has been reduced in size by the extraction of its water, while the surrounding region is becoming desertified.

Mas`adah Lake contains some 7 million cubic metres of water, of which the occupying authorities sell a meagre amount to Syrian farmers in the Golan at exorbitant prices while most is reserved for the use of settlers. Overall, Syrian farmers have access to a mere 3.5 million cubic metres of all the water available in the occupied Syrian Golan, which Israel controls, at a cost of $3 million, while settlements pay a low fee that amounts to only $7 million for 34 million cubic metres.

We have made previous reference in our annual reports on Israeli practices in the Golan to the policies of the Israeli occupying authorities, which are deliberately designed to control the waters of the Golan and deny Syrian citizens their natural rights over their own water. This latest proceeding of the Israelis, namely, the extraction of the waters of Mas`adah Lake, constitutes an economic and environmental catastrophe of enormous proportions for Syrian citizens in the occupied Syrian Golan.

The action that Israel, the occupying Power, is pursuing in this area constitutes an infraction of international legitimacy and, in particular, Security Council resolutions 242 (1967) and 338 (1973), which affirm that Israel should withdraw from all occupied Arab territories, including the occupied Syrian Golan, and a blatant violation of its obligations as occupying Power under the Geneva Conventions and the relevant United Nations resolutions.

Israel's actions are, indeed, a violation of Security Council resolution 465 (1980), preambular paragraph 7, which calls upon Israel to take into account the need to consider measures for the impartial protection of private and public land and property, and water resources. Israeli actions are, furthermore, a violation of paragraph 5 of the aforementioned resolution, which determines that all measures taken by Israel to change the physical character, demographic composition, institutional structure or status of the Arab territories occupied since 1967 have no legal validity. Security Council resolution 497 (1981) confirms that those measures are null and void and without international legal effect.

Israel's persistence in its practices and creation of topographic changes on the ground once again expose its true motives and make it absolutely clear that it is

opposed to just and comprehensive peace in the region. Such behaviour demonstrates contempt for and constitutes a violation of international law, international humanitarian law, the four Geneva Conventions and the resolutions of international legitimacy.

The Syrian Arab Republic, in accordance with the bases of international law and United Nations resolutions, demands that the General Assembly and the international community should assume their responsibility to prevent Israel from persisting in its sustained violations, with particular respect to the plundering of the natural resources of occupied Arab territories, including water in the occupied Syrian Golan.

We request circulation of the present letter as a United Nations General Assembly document under the following agenda items:

Item 36: The situation in the Middle East;

Item 52: Report of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories; and

Item 60: Permanent sovereignty of the Palestinian people in the Occupied Palestinian Territory, including East Jerusalem, and of the Arab population in the occupied Syrian Golan over their natural resources.

(*Signed*) Walid **Al-Moualem**
Minister for Foreign Affairs of the Syrian Arab Republic

Damascus, 20 October 2010

United Nations A/65/543

General Assembly

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26 October 2010

Original: English

Sixty-fifth session
Agenda item 138

Administrative and budgetary coordination of the United Nations with the specialized agencies and the International Atomic Energy Agency

Report of the Fifth Committee

Rapporteur: Ms. Nicole Ann **Mannion** (Ireland)

I. Introduction

1. At its 2nd plenary meeting, on 17 September 2010, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-fifth session the item entitled "Administrative and budgetary coordination of the United Nations with the specialized agencies and the International Atomic Energy Agency" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 6th and 7th meetings, on 12 and 15 October 2010. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/65/SR.6 and 7).

3. For its consideration of the item, the Committee had before it a note by the Secretary-General transmitting the statistical report of the United Nations System Chief Executives Board for Coordination on the budgetary and financial situation of the organizations of the United Nations system (A/65/187).

II. Consideration of draft decision A/C.5/65/L.4

4. At its 7th meeting, on 15 October, the Committee had before it a draft decision submitted by the Chair entitled "Budgetary and financial situation of the organizations of the United Nations system" (A/C.5/65/L.4).

5. At the same meeting, the Committee adopted draft decision A/C.5/65/L.4 without a vote (see para. 6).

Please recycle

III. Recommendation of the Fifth Committee

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft decision:

Budgetary and financial situation of the organizations of the United Nations system

The General Assembly takes note of the note by the Secretary-General transmitting the statistical report of the United Nations System Chief Executives Board for Coordination on the budgetary and financial situation of the organizations of the United Nations system.[1]

[1] A/65/187.

United Nations A/65/544

General Assembly

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Sixty-fifth session
Agenda item 130

Programme planning

Report of the Fifth Committee

Rapporteur: Ms. Nicole Ann **Mannion** (Ireland)

I. Introduction

1. At its 2nd plenary meeting, on 17 September 2010, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-fifth session the item entitled "Programme planning" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 4th and 8th meetings, on 7 and 20 October 2010. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/65/SR.4 and 8).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Committee for Programme and Coordination on the work of its fiftieth session (A/65/16);

(b) Proposed strategic framework for the period 2012-2013: part one: plan outline (A/65/6 (Part one)) and part two: biennial programme plan (A/65/6 (Prog. 1-11, 12 and Corr.1, 13-16, 17 and Corr.1 and 18-27));

(c) Report of the Secretary-General on the programme performance of the United Nations for the biennium 2008-2009 (A/65/70).

4. At the 4th meeting, on 7 October 2010, the Chair of the Committee for Programme and Coordination introduced the report of the Committee (see A/C.5/65/SR.4).

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Please recycle

II. Consideration of draft resolution A/C.5/65/L.5

5. At its 8th meeting, on 20 October, the Committee had before it a draft resolution entitled "Programme planning" (A/C.5/65/L.5), submitted by the Chair on the basis of informal consultations coordinated by the representative of Spain.

6. At the same meeting, the Committee adopted draft resolution A/C.5/65/L.5 without a vote (see para. 7).

III. Recommendation of the Fifth Committee

7. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Programme planning

The General Assembly,

Recalling its resolutions 37/234 of 21 December 1982, 38/227 A of 20 December 1983, 41/213 of 19 December 1986, 55/234 of 23 December 2000, 56/253 of 24 December 2001, 57/282 of 20 December 2002, 58/268 and 58/269 of 23 December 2003, 59/275 of 23 December 2004, 60/257 of 8 May 2006, 61/235 of 22 December 2006, 62/224 of 22 December 2007, 63/247 of 24 December 2008 and 64/229 of 22 December 2009,

Recalling also the terms of reference of the Committee for Programme and Coordination, as outlined in the annex to Economic and Social Council resolution 2008 (LX) of 14 May 1976,

Recalling further the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation,[1] by which the relevant programmes and subprogrammes of the proposed strategic framework shall be reviewed by the relevant sectoral, functional and regional intergovernmental bodies, if possible during the regular cycle of their meetings,

Having considered the report of the Committee for Programme and Coordination on the work of its fiftieth session,[2] the proposed strategic framework for the period 2012-2013: part one: plan outline[3] and part two: biennial programme plan[4] and the report of the Secretary-General on the programme performance of the United Nations for the biennium 2008-2009,[5]

1. *Reaffirms* the role of the Committee for Programme and Coordination as the main subsidiary organ of the General Assembly and the Economic and Social Council for planning, programming and coordination;

2. *Endorses* the conclusions and recommendations of the Committee for Programme and Coordination on the strategic framework for the period 2012-2013, contained in chapter II, section A, of its report on the work of its fiftieth session,[2] and on the programme performance of the United Nations for the biennium 2008-2009, contained in chapter II, section B;

3. *Decides* that the priorities for the period 2012-2013 shall be the following:

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[1] ST/SGB/2000/8.

[2] *Official Records of the General Assembly, Sixty-fifth Session, Supplement No. 16* (A/65/16).

[3] A/65/6 (Part one).

[4] A/65/6 (Prog. 1-11, 12 and Corr.1, 13-16, 17 and Corr.1 and 18-27).

[5] A/65/70.

(a) Promotion of sustained economic growth and sustainable development in accordance with the relevant resolutions of the General Assembly and recent United Nations conferences;

(b) Maintenance of international peace and security;

(c) Development of Africa;

(d) Promotion of human rights;

(e) Effective coordination of humanitarian assistance efforts;

(f) Promotion of justice and international law;

(g) Disarmament;

(h) Drug control, crime prevention and combating international terrorism in all its forms and manifestations;

4. *Stresses* that setting the priorities of the United Nations is the prerogative of the Member States, as reflected in legislative mandates;

5. *Also stresses* the need for Member States to participate fully in the budget preparation process, from its early stages and throughout the process;

6. *Requests* the Secretary-General to prepare the proposed programme budget for the biennium 2012-2013 on the basis of the above priorities and the strategic framework as adopted in the present resolution;

7. *Endorses* the conclusions and recommendations of the Committee for Programme and Coordination on the in-depth evaluation, contained in chapter II, section C, of its report; on the annual overview report of the United Nations System Chief Executives Board for Coordination, contained in chapter III, section A; and on the New Partnership for Africa's Development, contained in chapter III, section B; and requests the Secretary-General to ensure the timely implementation of the above recommendations.

United Nations A/65/545–S/2010/558

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Security Council

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General Assembly
Sixty-fifth session
Agenda items 14, 15, 20, 24, 29, 33, 36, 37, 38, 39, 43, 52, 54, 60, 66, 93, 97, 103, 107 and 122 (s)

Security Council
Sixty-fifth year

Global Agenda for Dialogue among Civilizations

Culture of peace

Sustainable development

Eradication of poverty and other development issues

Report of the Security Council

Prevention of armed conflict

The situation in the Middle East

Question of Palestine

The situation in Afghanistan

The situation in the occupied territories of Azerbaijan

Question of Cyprus

Report of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories

Questions relating to information

Permanent sovereignty of the Palestinian people in the Occupied Palestinian Territory, including East Jerusalem, and of the Arab population in the occupied Syrian Golan over their natural resources

Elimination of racism, racial discrimination, xenophobia and related intolerance

Establishment of a nuclear-weapon-free zone in the region of the Middle East

General and complete disarmament

10-61449 (E) 081110

Please recycle

Comprehensive Nuclear-Test-Ban Treaty

Measures to eliminate international terrorism

Cooperation between the United Nations and the Organization of the Islamic Conference

Identical letters dated 28 October 2010 from the Permanent Representative of Tajikistan to the United Nations addressed to the Secretary-General and the President of the Security Council

I have the honour, in my capacity as Chair of the Organization of the Islamic Conference Group in New York, to transmit herewith the Dushanbe Declaration of the thirty-seventh session of the Council of Foreign Ministers of the Organization of the Islamic Conference, held in Dushanbe in May 2010 (see annex).

I should be grateful if you would have the text of the present letter and its annex circulated as a document of the General Assembly, under agenda items 14, 15, 20, 24, 29, 33, 36, 37, 38, 39, 43, 52, 54, 60, 66, 93, 97, 103, 107, and 122 (s), and of the Security Council.

(*Signed*) Sirodjidin **Aslov**
Ambassador, Permanent Representative

Annex to the identical letters dated 28 October 2010 from the Permanent Representative of Tajikistan to the United Nations addressed to the Secretary-General and the President of the Security Council

Dushanbe Declaration adopted at the thirty-seventh session of the Council of Foreign Ministers of the Organization of the Islamic Conference

A Shared Vision of a More Secure and Prosperous Islamic World

Dushanbe, Republic of Tajikistan
04-06 Jumada al Thani 1431h
(18 to 20 May 2010)

We, the Ministers of Foreign Affairs and Heads of Delegation of the Member States of the Organization of the Islamic Conference (OIC), participating in the thirty-seventh session of the Council of Foreign Ministers, under the motto "A shared vision of a more secure and prosperous Islamic world", meeting in Dushanbe, which has been chosen as the capital of Islamic culture for the year 2010, at a time when the Muslim world is facing serious political, socio-economic, cultural and scientific challenges, declare the following:

The Organization of the Islamic Conference, as the second largest intergovernmental organization after the United Nations, should play a key role in strengthening mutual coordination and cooperation to confront the challenges and threats facing the Islamic countries.

The current session of the Council of Foreign Ministers is of special importance this year, as it takes place for the first time in Central Asia, known in the history of Islam as "Mawaraunnahr"; this is considered a sign of the growing interest of the Organization and its member States in Central Asia and underlines the contribution and cultural role of the region in the history of Muslim religion and thought, as well as in the development of Islamic sciences such as Fiqh, Hadith and Tafsir.

Forty years after its establishment, OIC has undergone major changes, and so still has to cope with the issues of conflict and dispute resolutions. The time has come for all those playing a role in the process of comprehensive security at OIC to address these changes by remaining loyal to its founding values and principles like the ones expressed in the OIC Charter and the "Ten-Year Programme of Action to Meet the Challenges Facing the Muslim Ummah in the 21st Century". This is precisely the purpose of the organization, which draws above all on our political resolve and our belief that security is our "common concern".

The situation in the Middle East will remain tense as long as Israel persists in its obstinate policies and in hindering peace efforts, and until a comprehensive and just settlement covering all aspects of the problem is reached. Therefore we call for an intensification of efforts by the international community, including by the Security Council, in line with its Charter responsibilities, aimed at accelerating the process of achieving a just and comprehensive peace settlement in the Middle East.

In this context, the Council strongly condemns all illegal measures and actions in Occupied East Jerusalem aimed at judaizing this city which has an Arab and Islamic character, including, in particular, the building of settlements that threaten to undermine any negotiation leading to an end to the Israeli occupation of 1967 and the establishment of an independent, contiguous and viable Palestinian State, on all Palestinian territories occupied by Israel in 1967, with East Jerusalem as its capital. We commend the efforts made by His Majesty King Mohammed VI, Chairman of the Al-Quds Committee, and Bayt Mal Al-Quds in order to preserve the identity of the city of Al-Quds Al-Sharif and support the steadfastness of its people. We also condemn Israel's persisting occupation of the Syrian Golan and Lebanese territories, and we emphasize our support for these two countries in regaining all their territories occupied by Israel in 1967.

Reaffirming the joint position of the OIC member States in favour of a long-term commitment to Afghanistan and will bring peace and stability and socio-economic rehabilitation to this country, and in view of the infrastructural development of Afghanistan, we considered it important to offer technical assistance to relevant member States in construction of transit roads connecting the countries of Central Asia with Afghanistan.

We condemn the aggression of Armenia against Azerbaijan and call for the resolution of the conflict on the basis of respect for the territorial integrity and inviolability of the internationally recognized borders of the Republic of Azerbaijan. We have also adopted resolutions in the political field expressing our full solidarity with Somalia, Iraq, the Sudan, Yemen, the Comoros, Azerbaijan, Bosnia and Herzegovina, Côte d'Ivoire, Guinea, Djibouti, Jammu and Kashmir, the Turkish Cypriot State and the Kosovo people.,

We welcomed, with appreciation, the joint declaration signed in Tehran on 17 May 2010 by the Foreign Ministers of the Islamic Republic of Iran, Turkey and Brazil on the exchange of nuclear fuel. We strongly call on the international community to support the joint declaration and to build upon the positive atmosphere created thereafter for future comprehensive agreements on all aspects of the issue.

Terrorism continues to pose a serious threat to international peace and security. We reaffirm that terrorism should never be associated with any religion, race, faith, values, culture, society or group. In this increasingly globalized world, we need more than ever before understanding, harmony, mutual respect, and building of bridges among all cultures and peoples.

We reaffirm the proposal of the Custodian of the Two Holy Mosques King Abdullah Bin Abdulaziz on the establishment of an international centre for combating terrorism under the umbrella of the United Nations for the immediate exchange of information and for cooperation and coordination among the member States, with a view to reinforcing the efforts aimed at combating this serious plight, in accordance with the recommendations of the International Counter-Terrorism Conference (Riyadh, February 2005) and with the resolutions of many international and regional organizations.

Armed conflicts, the proliferation of weapons of mass destruction and other threats continue to challenge the foundations of international peace and security. We called upon the participants in the 2010 Review Conference of the Parties to the

Treaty on the Non-Proliferation of Nuclear Weapons (New York, 3 to 28 May 2010) to engage in a constructive exchange of views on further strengthening the non-proliferation regime and disarmament. We reaffirmed the continuation of consultations on the practical implementation of the Treaty on a Nuclear-Weapon-Free Zone in Central Asia, which entered into force on 21 March 2009. We also support the establishment of a Middle East free from nuclear weapons in implementation of the resolution adopted at the 1995 Review and Extension Conference.

While considering the importance of dialogue among civilizations and the expansion of relations between the Islamic world and other cultures and civilizations, we reiterate our commitment to continue efforts to engage with the West in projecting the true image of Islam.

We reaffirm, in this context, the Initiative of the Custodian of the Two Holy Mosques King Abdullah Bin Abdulaziz on Interfaith and Intercultural Dialogue, on which conferences were held in Makkah, Madrid, New York and Geneva, convinced that that initiative will promote moderation, tolerance and will encourage dialogue for shunning violence and extremism.

We are almost half way through since the adoption of the Ten-Year Programme of Action of the Third Extraordinary Session in Makkah Al-Mukarramah on 5-6 Dhul Qa'ada 1426 (7 and 8 December 2005) and the Vision 1441 H for Science and Technology. In our deliberations, we focused on our achievements and shortcomings over these years. Efforts need to be made to support human development and inadequate education systems, which makes it necessary to take bold decisions and make changes where necessary if the strategies adopted so far require development.

The meeting reiterated the fundamental principle of free movement of goods, persons, services, energy resources and capital and preventing technical barriers among the OIC member States, which may positively contribute to fighting global crises and achieving sustainable development.

Taking into consideration the water crises that were aggravated by the growth of population and global climate change, and bearing in mind that the international community should take specific measures to ensure integrated and better use of water resources in order to meet the needs of the people, the environment and the economies of all countries, we welcomed the initiative of Tajikistan to declare the year *2012 as the International Year of Water Diplomacy*, in order to undertake further coordinated efforts on better use of water resources at the national, regional and international levels.

The meeting welcomed the high-level international conference on the midterm comprehensive review of the implementation of the International Decade for Action, "Water for Life", 2005-2015, to be held in Dushanbe, Tajikistan, from 8 to 10 June 2010, and encouraged all member States and relevant OIC institutions to actively participate in it.

We condemn the mounting trend of Islamophobia and systematic discrimination against Muslims. We call upon the international community to prevent incitement to hatred and discrimination against Muslims and to take effective measures to combat the defamation of religions and negative stereotyping of people on the basis of religion, faith or race. We request the Secretary-General to

continue the OIC initiatives in order to effectively counter Islamophobia through discussions and deliberations in various international fora.

The meeting welcomed the outcome of the special interactive brainstorming session during the thirty-seventh session of the Council of Foreign Ministers on the theme of "Central Asia: Strategic vision for solidarity", and encouraged the active participation of the Central Asian OIC member States in joint Islamic action.

We welcome the offer made by the Republic of Guinea to host the fortieth session of the Council of Foreign Ministers of OIC member States in Conakry in 2013.

We express our profound gratitude to the Secretary-General, Professor Ekmeleddin Ihsanoglu, for promoting and supporting the causes of the Muslim world and for adopting the best international practices in the Organization's rendering of services and advancing the role of OIC as an active and important actor at the global level.

We express our deep appreciation to His Excellency Mr. Emomali Rahmon, President of the Republic of Tajikistan, and to the people and Government of the Republic of Tajikistan for their efforts in organizing the Conference and for their generosity and hospitality that led to the success of the thirty-seventy session of the Council of Foreign Ministers.